# BEAUTY INDUSTRY SECTOR PARTNERSHIP

# FINAL REPORT

# Acknowledgements

The Saskatchewan Beauty Industry Sector Partnership expresses its appreciation to all the individuals, organizations and businesses that have contributed time and effort to make this study possible.

This report would not have been possible without the participation of the individuals and businesses who took time to meet and speak with the researchers on many aspects of the Saskatchewan beauty industry. We thank all those who participated in the survey and focus group discussions.

Members of the Steering Committee are to be commended for the time, effort, guidance, and support they contributed to the research and writing of this report. Their knowledge and commitment to the industry was invaluable throughout the study.

This research was funded by Saskatchewan Post-Secondary Education and Skills Training (PSEST) through the Sector Partnerships Program. The role of PSEST is gratefully acknowledged and while PSEST was extensively involved in the study, the views expressed in this report are those of the industry and the industry stakeholders.

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# EXECUTIVE SUMMARY

Working on behalf of the Saskatchewan Beauty Industry Sector Partnership Steering Committee and with, Saskatchewan Post-Secondary Education and Skills Training, Trimension Group conducted research to identify the human resource and training needs of the beauty industry in Saskatchewan. The research completed formed the basis to devise strategies for human resource and training needs.

# INTRODUCTION

The beauty industry is undergoing change with new occupations emerging such as estheticians, nail technicians, electrologists and make-up artists. As well, client expectations are changing as the baby boom generation ages and continues to prosper. This is changing the demands on those who work in the industry.

As a result of the changes taking place in the industry and in the absence of an industry association, Trimension Group, on behalf of a group of industry representatives submitted a proposal to Saskatchewan Post-Secondary Education and Skills Training for funding under the Sector Partnerships program. Funding provided the opportunity for industry and key stakeholders to develop a strategic human resource and training plan. This report represents the result of the study.

# METHODOLOGY

Trimension Group carried out primary and secondary research as part of the study. Primary research results were validated through focus groups conducted with participants involved in the industry.

The following provides a brief description of the steps taken to complete the study and produce the final report:

## Literature Review

A literature review was completed with the objective of providing the Steering Committee with background information necessary to establish a base for the human resource and training needs assessment. The information for the literature review was obtained from various sources including published and unpublished reports.

## Education and Training Database

Research was conducted to develop and compile a database of education and training programs for the Saskatchewan beauty industry. The database outlines education and training programs that may be applicable to the beauty industry. The database includes programs offered across Canada and identifies the institution, program name, a brief description, length of training program, method of delivery and contact information.

### Industry Survey

Trimension Group developed the survey instrument in consultation with the Saskatchewan Beauty Industry Sector Partnership Steering Committee. The survey respondents were drawn from an industry database compiled for the project. Interviewers were instructed to speak to the owner or manager of each business surveyed. A total of 102 personal and telephone interviews were conducted in January, 2000. Interviews were completed in-house by Trimension Group and by NorSask Consumer Interviewing Services Ltd.

### Industry Validation

In May, 2000 three focus groups were completed as part of the validation of the survey results. The focus groups were made up of a combination of employers and employees and were held in Saskatoon, Swift Current, and Regina.

## SUMMARY OF FINDINGS

The Saskatchewan beauty industry is primarily comprised of service and retail shops. 57.9% of the businesses surveyed reported the size of their trading area to have a population of less than 10,000 people. 92% of the businesses surveyed employ fewer than ten persons, including owners and/or managers.

The major occupations in the industry are owner/managers, cosmetologist journeypersons and cosmetologist apprentices. Full time positions amongst respondents are expected to increase by 6.7% within the next five years. The largest projected increases are for cosmetologist journeypersons and estheticians.

The average age of employees in the industry is below the provincial labour force average age. 74.4% of full time employees in the industry are between the ages of 25 and 54 years.

Employers indicated the major difficulties encountered in recruiting new employees include:

- lack of work ethic;
- lack of experience;
- inability to offer new employees competitive wages.

Starting wage levels in the industry are often at, or near, minimum wage but do show a trend to increase once experience is gained and a clientele is developed.

Employers surveyed indicate employees often lack some of the skills required to be successful in the industry. The three main areas identified by employers where training needs to be improved are:

- coloring;
- cutting;
- customer relations/communications.

Industry considers formal entry level training as the most important form of training in the industry. Upgrading training is considered the second most important form of training. The main difficulties encountered in achieving training objectives are:

- cost of training and books;
- accessibility to training;
- lack of time.

Cosmetology and barber/styling are most often cited as the occupations within the industry that are changing. The ongoing changes in client preferences, styles, fashions, and products result in a continuous learning environment. 53% of those who responded think technology will have an impact on their business.

66.7% of the businesses surveyed expressed an interest in joining an industry association if one were formed.

## KEY FINDINGS

Key findings provide an overview of the industry by summarizing the results of the survey of the beauty industry. The key findings provide information on areas that require further research and validation in focus groups.

### Company Information

The largest percentage of companies surveyed (93.1%) operate a service and retail shop. The predominant services provided by the businesses surveyed are barber/stylists and cosmetologists followed by estheticians.

57.9% of the businesses surveyed reported the size of the trading area to have a population less than 10,000 people.

A majority of businesses surveyed (92%) employ fewer than 10 people. 67.1% of businesses employ three or fewer persons.

A majority of businesses surveyed (90.2%) indicated they were aware of the Journeyperson Certification programs for cosmetologists and barber/stylists offered in Saskatchewan.

## Employment Projections

The largest projected increases in employee numbers (full time, part time, chair rental) are for cosmetologist journeypersons (54.8%) and estheticians (44%). These occupations are projected to increase by 62 positions over the next five years. Special permit holders and apprentice positions are projected to decrease. Full time occupations in the industry are projected to increase by 6.7% within the next five years while overall employment numbers are projected to remain static.

## Employee Profile

In terms of age of employees, 34.6% of full time employees are between 25 and 34 years of age. 74.4% of full time employees in the industry are between the ages of 25 and 54 years compared to the provincial labour average of 52%. Only 4.5% of employees are aged 55 or older compared to 30% for the provincial average.

For part time employees 34.7% are 24 years of age or less compared to the provincial average of 19%.

Wages at the entry level range from less than $10,000 to $49,999 per year. Wages for experienced employees range from less than $10,000 to $59,999 per year. For most occupations in the industry experience provides an opportunity for increased wages.

A majority of businesses (80.4%) provide the normal required benefits of Employment Insurance and CPP benefits.

With respect to education levels 80.4% of permanent employees have a trade certificate or diploma compared to 72.3% for part time employees. Overall, 95.9% of permanent employees have a trade certificate or higher level of education.

Females account for 88% of the workforce in the sample.

Aboriginals make up 2.6% of the workforce in the industry compared to the provincial average of 4%. Visible minorities make up 1.6% of the workforce compared to the provincial average of 3%.

## Recruitment and Retention

48% of businesses surveyed indicated a good work ethic is of major importance for those looking for employment in the industry. 28.4% of respondents rated the lack of work ethic as a major difficulty they face in recruiting new employees.

Word of mouth was identified as the most effective means for employers to recruit new employees.

Of those businesses who responded, 78.3% indicated employee turnover was not a problem. In the last year over 70% of employees who left the industry left voluntarily with personal reasons cited as the most common reason for leaving.

## Skill Requirements and Training

Coloring, cutting, and customer relations/communication skills were the areas identified where training needs to be addressed.

For most occupations communication skills were highly rated as skills required and skills that employees often lack.

The primary training requirement identified for formal entry level training was basic training in perming, coloring, cutting and styling. Another area identified was dealing with the public/communication skills.

Training areas recommended for upgrading and updating courses include: product knowledge (new products); perms; colour; cutting; new techniques; new trends; and new styles.

Respondents reported the three main difficulties in achieving their training objectives are: cost of training and books; accessibility to training; and a lack of time.

A combination of external and internal training was selected by the majority of respondents as the preferred method for the delivery of training. Electrolysis technician training was the only occupation where respondents indicated 100% of formal entry level training should be provided externally.

On-the-job-training for new employees was the choice of 37.3% of those surveyed as to the type of training currently provided.

Formal entry level training was considered the most important type of training by the businesses surveyed.

## Industry Trends

Massage therapists, estheticians, manicurists and pedicurists were identified as emerging occupations in the beauty industry. Cosmetologists and barber/stylists were most often cited as the occupations in the industry that are changing.

53% of those who responded (n=41) think technology will have an impact on their business within the next five years. 22% of those who responded thought computers would be required and their business would become more efficient because of computer technology.

50% of those who responded thought the skill needs of employees in the industry would remain the same over the next five years.

## Awareness

89.2% of business surveyed do not belong to an industry association. 66.7% of those surveyed expressed an interest in participating in a Saskatchewan Beauty Industry Association if one were formed.

# RECOMMENDATIONS

The Saskatchewan Beauty Industry Sector Partnership has developed the following recommendations:

- ➢A Saskatchewan beauty industry association be formed to provide: a regulatory and licensing function; employer/employee benefits; a common forum to address challenges in the industry including health, safety, and training issues;
- ➢Esthetics, electrolysis, nail technology and make-up artistry should be designated as a trade or sub-trade under The Apprenticeship and Trade Certification Act;
- ➢Industry, SIAST, and other training providers should partner to develop a process to review training, training needs and expectations;
- ➢Industry needs to work with Post-Secondary Education and Skills Training, SIAST, and other training providers to ensure minimum qualification levels for cosmetology and barber/stylist instructors are met;
- ➢The beauty industry in Saskatchewan needs to actively promote the industry and market career opportunities within the sector;
- ➢Industry needs to identify and work with Aboriginal organizations, including training providers to: develop and foster partnerships; enhance opportunities for Aboriginals to participate in the industry; and work toward a mutual goal of a representative workforce;
- ➢The sector partnership should develop a communication strategy to present the results of the sector partnership study;
- ➢Industry will continue to work together to address training and human resource issues.

# NEXT STEPS

The following next steps are planned for the Beauty Industry Sector Partnership:

- The sector partnership will communicate the results of the sector partnership study. Copies of the executive summary will be distributed to businesses identified during the course of the study. Copies of the executive summary will be distributed at conventions and meetings throughout the year;
- The sector partnership will develop a strategy, and begin discussions, to form an association that represents the industry;
- The sector partnership will initiate discussions with the Apprenticeship and Trade Certification Commission to explore the feasibility of having the occupations of esthetician, electrologist, nail technician, make-up artist designated a trade or sub-trade. This will also include investigation and research into the applicability of trades that currently exist under the Apprenticeship and Trade Certification Act;
- The sector partnership will initiate a process to review training issues in the industry;
- The sector partnership will work with Saskatchewan Education to develop a process to promote beauty occupations as a career opportunity within the school system;
- The sector partnership will work to develop and foster partnerships with Aboriginal organizations, including training providers, to promote career opportunities in the industry;
- The sector partnership will continue to work together to sustain the Beauty Industry Sector Partnership.

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# 1.0 BACKGROUND INFORMATION

The beauty industry is undergoing change with relatively new occupations emerging such as estheticians, nail technicians, electrologists and make-up artists. At the same time client expectations are changing as the baby boom generation ages and continues to prosper. The beauty industry in Saskatchewan is not represented by an association.

Many in the industry think there is a need for the industry to "have a voice" to deal with some of the training and human resource issues in the industry. Cosmetologists and barber/stylists are designated trades under The Apprenticeship and Trade Certification Act but there are no trade designations and therefore no regulations for other occupations such as, estheticians, electrologists, nail technicians, and make-up artists. The lack of regulation in these occupations has raised health and safety concerns.

# 2.0 INTRODUCTION

Trimension Group, on behalf of individuals in the industry, submitted a proposal to Saskatchewan Post-Secondary Education and Skills Training for funding under the Sector Partnerships program. Funding provided the opportunity for industry and key stakeholders to work together with a primary objective to address training needs and human resource planning in the industry.

A Steering Committee comprised of industry representatives, key industry stakeholders and training providers was formed to work with and direct Trimension Group in carrying out the research components, analysis, and preparation of the final report.

To develop and implement appropriate strategies for a proactive human resource plan for the industry, the Saskatchewan Beauty Industry Sector Partnership undertook a needs assessment of the beauty industry. The objective was to identify current human resource and training needs and also look at future requirements in the industry. This report presents the results of the research.

# 3.0 LITERATURE REVIEW

As part of the secondary research for the study a literature review of relevant data pertaining to the industry was completed. The literature review provided the Steering Committee with background information necessary to establish a base for the human resource and training needs assessment The literature review contains information obtained from published and unpublished reports including an Internet search. Refer to Appendix A for the literature review.

# 4.0 EDUCATION AND TRAINING DATABASE

Research was conducted to develop and compile a database of education and training programs for the Saskatchewan beauty industry. Refer to Appendix B for the database.

# 5.0 INDUSTRY SURVEY

A survey was conducted to identify current and future human resource and training needs within the industry. The survey was developed by Trimension Group and the Saskatchewan Beauty Industry Sector Partnership Steering Committee. The survey respondents were drawn from an industry database compiled for the project. A total of 102 personal and telephone interviews were conducted in January, 2000.

Surveys were completed in-house by Trimension Group and by NorSask Consumer Interviewing Services Ltd. The survey results were analyzed using SPSS for Windows, a statistical software package.

# 6.0 HUMAN RESOURCE & TRAINING NEEDS ASSESSMENT

To gain a broad understanding of the human resource and training needs in the Saskatchewan Beauty Industry a series of questions were posed to the businesses interviewed. The questions covered the following areas:

- Company Information
- Employment Projections
- Employee Profile
- Recruitment and Retention
- Skill Requirements and Training
- Industry Trends
- Awareness

## 6.1 Company Information

Table 1 outlines the main area of business. The largest percentages of businesses (96%) operate full service and retail beauty shops.

**Table 1: Main Business Area**

| Main Business Area | Number | % of Sample |
|---|---|---|
| Full Service & Retail Shop | 95 | 93.1 |
| Wholesale | 3 | 2.9 |
| Training & Education | 4 | 4.0 |

Respondents were asked to indicate the services their business provides. A majority of business provide barber/stylist or cosmetologist services. Table 2 summarizes the major services provided:

**Table 2: Other Services**

| Service the Business Provides | Number of Respondents | % of Respondents |
|---|---|---|
| Barber/Stylists | 64 | 62.7* |
| Cosmetologists | 50 | 49 |
| Estheticians | 20 | 19.6 |
| Nail Technicians | 16 | 15.7 |
| Make-up Artists | 14 | 13.7 |
| Training | 10 | 9.8 |
| Electrolysis Technicians | 3 | 2.9 |
| Other | 30 | 29.4 |

*Respondents appeared to report the services they provided based on the clientele rather than on the certification of themselves or their employees.

Other services that are provided: tanning; waxing; massage therapy; pedicure and manicure; ear candling; piercing; body wrap.

A majority of businesses surveyed (57.9%) reported the population of their trading area to be less than 10,000. Table 3 summarizes the results regarding the population of the trading area:

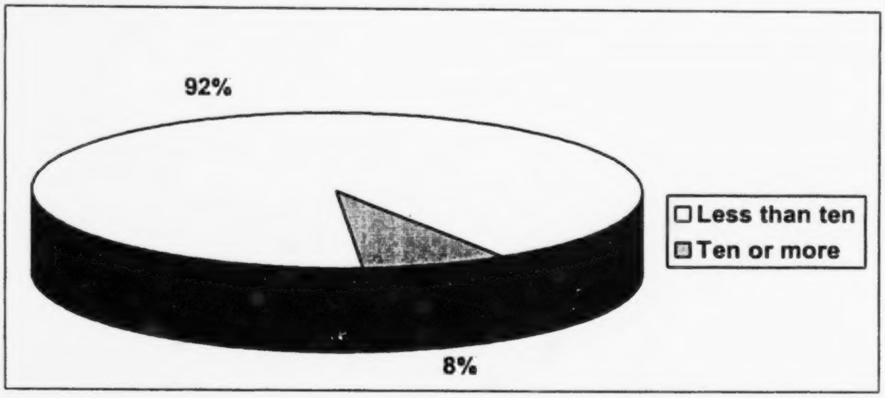
**Table 3: Population of Trading Area**

| Trading Area | Number of Businesses | % of Sample* |
|---|---|---|
| 0 – 4,999 | 43 | 42.2 |
| 5,000 – 9,999 | 16 | 15.7 |
| Over 10,000 | 43 | 42.2 |

*exceeds 100% due to rounding.

Businesses were surveyed regarding the number of full-time and part-time employees, including managers and/or owners involved in the business. 92.2% of businesses surveyed employ fewer than 10 persons as indicated in Figure 1 below:

**Figure 1: Number of Employees**



Of those businesses employing less than ten persons, 31.9% of business are a single person operation and 67% of businesses employ three or fewer persons. Table 4 provides the breakdown of the number of employees in the businesses surveyed:

**Table 4: Businesses Employing Less Than Ten Persons**

| Persons Employed | Number of Businesses | % of Sample |
|---|---|---|
| 1 | 30 | 31.9 |
| 2 | 18 | 19.2 |
| 3 | 15 | 16.0 |
| 4 | 8 | 8.5 |
| 5 | 6 | 6.4 |
| 6 | 6 | 6.4 |
| 7 | 7 | 7.5 |
| 8 | 3 | 3.1 |
| 9 | 1 | 1.0 |

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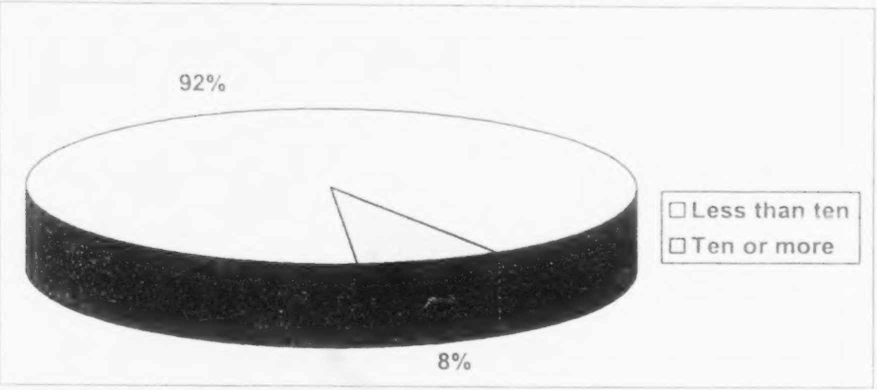

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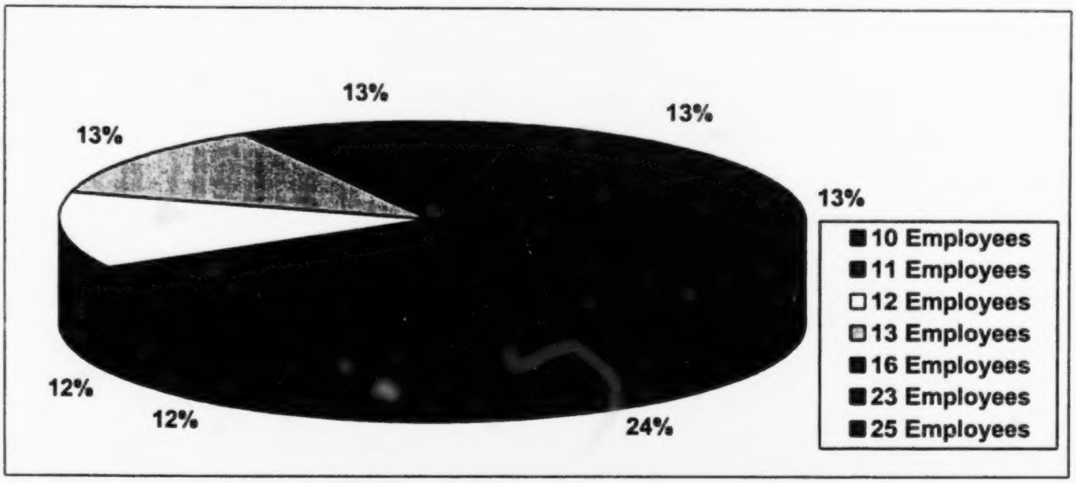
| 5 | 6 | 6.4 |
| 6 | 6 | 6.4 |
| 7 | 7 | 7.5 |
| 8 | 3 | 3.1 |
| 9 | 1 | 1.0 |

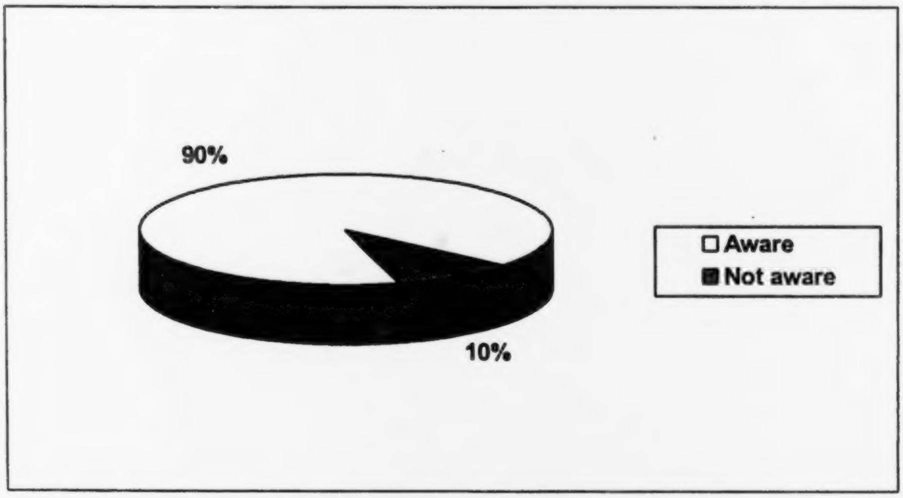
Eight businesses surveyed employ from 10 to 25 persons. Figure 2 provides the breakdown of employee numbers:

**Figure 2: Businesses Employing Ten or More Persons**



Respondents were asked if they were aware of the Journeyperson Certification programs for Cosmetologists or barber/stylists offered in Saskatchewan. 90.2% of respondents indicated they were aware of the programs. Figure 3 provides a summary of the responses.

**Figure 3: Awareness of Journeyperson Certification Programs**



## 6.2 Employment Projections

Respondents were asked to indicate how many employees they employ in each occupation and how many they expect to employ in five years. They were also surveyed regarding the number of full time, part time, and chair or booth rental positions. Full time positions amongst respondents are expected to increase by 6.7% within the next five years. The most significant increases are in cosmetologist/journeyperson (+54.8%), estheticians (+44%) and barber/stylist/journeypersons (+28.6%) positions. The more significant decreases in occupations are for special permit holders (-26.1%) and apprentice positions (-32.3%). Other occupations are also expected to decrease in numbers but represent a very small percentage of the total occupations.

Table 5 provides the existing and the projected number of employees within various occupations:

**Table 5: Existing and Projected Number of Occupations**

| Current Occupation Numbers | | | | Projected Occupation Numbers Within 5 Years | | | | |
|---|---|---|---|---|---|---|---|---|
| **Occupation** | **Full Time** | **Part Time** | **Chair Booth Rental** | **Full Time** | **Part Time** | **Chair Booth Rental** | **% Change** | **Don't Know** |
| Manager /Owner | 108 | 18 | 4 | 106 | 12 | 2 | -7.7% | 6 |
| Barber/ Stylist/ Journeyperson | 17 | | 4 | 17 | | 10 | +28.6% | 3 |
| Barber/ Stylist/ Special Permit holder | 1 | 3 | 1 | 1 | 3 | 1 | | 1 |
| Barber/Stylist/ Apprentice | | 4 | | | 1 | | -75% | 1 |
| Esthetician | 15 | 7 | 3 | 22 | 10 | 4 | +44% | 1 |
| Electrologist | 4 | 1 | | 4 | | | -20% | 2 |
| Cosmetologist/ Journeyperson | 59 | 24 | 10 | 108 | 25 | 11 | +54.8 | |
| Cosmetologist/ Special Permit Holder | 8 | 8 | 2 | 6 | 5 | 1 | -33.4% | 1 |
| Cosmetologist/ Apprentice | 35 | 21 | 5 | 24 | 16 | 3 | -29.5% | 1 |
| Administrative & Accounting | 5 | 1 | | 1 | 1 | | -66.7% | 1 |
| Instructor | 4 | | | 6 | | | +50% | |
| Receptionist | 6 | 10 | | 8 | 9 | | +6.2% | 1 |
| Other | 36 | 11 | | 15 | 7 | | -53.2% | |

## 6.2 Employment Projections

Respondents were asked to indicate how many employees they employ in each occupation and how many they expect to employ in five years. They were also surveyed regarding the number of full time, part time, and chair or booth rental positions. Full time positions amongst respondents are expected to increase by 6.7% within the next five years. The most significant increases are in cosmetologist/journeyperson (+54.8%), estheticians (+44%) and barber/stylist/journeypersons (+28.6%) positions. The more significant decreases in occupations are for special permit holders (-26.1%) and apprentice positions (-32.3%). Other occupations are also expected to decrease in numbers but represent a very small percentage of the total occupations.

Table 5 provides the existing and the projected number of employees within various occupations:

**Table 5: Existing and Projected Number of Occupations**

| **Current Occupation Numbers** | | | | **Projected Occupation Numbers Within 5 Years** | | | | |
|---|---|---|---|---|---|---|---|---|
| **Occupation** | **Full Time** | **Part Time** | **Chair Booth Rental** | **Full Time** | **Part Time** | **Chair Booth Rental** | **% Change** | **Don't Know** |
| Manager /Owner | 108 | 18 | 4 | 106 | 12 | 2 | -7.7% | 6 |
| Barber/ Stylist/ Journeyperson | 17 | | 4 | 17 | | 10 | +28.6% | 3 |
| Barber/ Stylist/ Special Permit holder | 1 | 3 | 1 | 1 | 3 | 1 | | 1 |
| Barber/Stylist/ Apprentice | | 4 | | | 1 | | -75% | 1 |
| Esthetician | 15 | 7 | 3 | 22 | 10 | 4 | +44% | 1 |
| Electrologist | 4 | 1 | | 4 | | | -20% | 2 |
| Cosmetologist/ Journeyperson | 59 | 24 | 10 | 108 | 25 | 11 | +54.8 | |
| Cosmetologist/ Special Permit Holder | 8 | 8 | 2 | 6 | 5 | 1 | -33.4% | 1 |
| Cosmetologist/ Apprentice | 35 | 21 | 5 | 24 | 16 | 3 | -29.5% | 1 |
| Administrative & Accounting | 5 | 1 | | 1 | 1 | | -66.7% | 1 |
| Instructor | 4 | | | 6 | | | +50% | |
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| Other | 36 | 11 | | 15 | 7 | | -53.2% | |

## 6.3 Employee Profile

### 6.3.1 Age

The age category of employees and owners was obtained. 34.6 % of permanent employees are in the 25 to 34 years of age category. The majority of permanent employees (61.5%) are in the 25 to 44 years of age category. For part time employees the majority of employees (66.3%) are 34 years of age or younger. The age categories and percentages within each category are provided in Table 6:

**Table 6: Age Profile ( Percentage of Employees)**

| Age | Up to 24 | 25 – 34 | 35 – 44 | 45 – 54 | 55 – 64 | 65 and over |
|---|---|---|---|---|---|---|
| Permanent | 21.1% | 34.6% | 26.9% | 12.9% | 4.5% | 0 |
| Part-time | 34.7% | 31.6% | 18.9% | 9.5% | 5.3% | 0 |

### 6.3.2 Salaries

Businesses were surveyed regarding annual salaries for permanent employees at entry level and at an experienced level. The reported salary ranges and percentage of respondents reporting the annual salary levels within each occupation are presented in Table 7 and Table 8:

**Table 7: Salaries - Entry Level**

| **Occupation** | **Entry Level - (% of Respondents)** | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|
| Entry level range | Under $10,000 | $10,000 - $19,999 | $20,000 - $29,999 | $30,000 - $39,999 | $40,000 - $49,999 | $50,000 - $59,999 | $60,000 - $69,999 | $70,000 and over | |
| Manager/Owner (n=20) | 30.0% | 45.0% | 20.0% | | 5.0% | | | | Under $10,000 - $49,999 |
| Barber/Stylist/ Journeyperson (n=12) | 25.0% | 58.3% | 16.7% | | | | | | Under $10,000 - $29,999 |
| Barber/Stylist/ Special Permit Holder (n=3) | 66.7% | 33.3% | | | | | | | Under 10,000 – 19,999 |
| Barber/Stylist/ Apprentice (n=8) | 25.0% | 62.5% | 12.5% | | | | | | Under $10,000 – $29,999 |
| Esthetician (n=9) | 22.2% | 66.7% | 11.1% | | | | | | Under $10,000 - $29,999 |
| Electrologist (n=0) | | | | | | | | | |
| Cosmetologist/ Journeyperson (n=11) | 9.1% | 81.8% | 9.1% | | | | | | Under $10,000 – $29,999 |
| Cosmetologist/ Special Permit Holder (n=3) | 33.3% | 66.7% | | | | | | | Under $10,000 - $19,999 |
| Cosmetologist/ Apprentice (n=7) | 14.3% | 85.7% | | | | | | | Under $10,000 - $19,999 |
| Administrative & Accounting (n=1) | 100% | | | | | | | | Under $10,000 |
| Instructor (n=0) | | | | | | | | | |
| Receptionist (n=3) | | 100% | | | | | | | $10,000 - $19,999 |
| Other (Retail) (n=1) | | 100% | | | | | | | $10,000 - $19,999 |

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### 6.3.2 Salaries

Businesses were surveyed regarding annual salaries for permanent employees at entry level and at an experienced level. The reported salary ranges and percentage of respondents reporting the annual salary levels within each occupation are presented in Table 7 and Table 8:

**Table 7: Salaries - Entry Level**

| **Occupation** | **Entry Level - (% of Respondents)** | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|
| Entry level range | Under $10,000 | $10,000 - $19,999 | $20,000 - $29,999 | $30,000 - $39,999 | $40,000 - $49,999 | $50,000 - $59,999 | $60,000 - $69,999 | $70,000 and over | |
| Manager/Owner (n=20) | 30.0% | 45.0% | 20.0% | | 5.0% | | | | Under $10,000 - $49,999 |
| Barber/Stylist/ Journeyperson (n=12) | 25.0% | 58.3% | 16.7% | | | | | | Under $10,000 - $29,999 |
| Barber/Stylist/ Special Permit Holder (n=3) | 66.7% | 33.3% | | | | | | | Under 10,000 19,999 |
| Barber/Stylist/ Apprentice (n=8) | 25.0% | 62.5% | 12.5% | | | | | | Under $10,000 $29,999 |
| Esthetician (n=9) | 22.2% | 66.7% | 11.1% | | | | | | Under $10,000 - $29,999 |
| Electrologist (n=0) | | | | | | | | | |
| Cosmetologist/ Journeyperson (n=11) | 9.1% | 81.8% | 9.1% | | | | | | Under $10,000 – $29,999 |
| Cosmetologist/ Special Permit Holder (n=3) | 33.3% | 66.7% | | | | | | | Under $10,000 - $19,999 |
| Cosmetologist/ Apprentice (n=7) | 14.3% | 85.7% | | | | | | | Under $10,000 - $19,999 |
| Administrative & Accounting (n=1) | 100% | | | | | | | | Under $10,000 |
| Instructor (n=0) | | | | | | | | | |
| Receptionist (n=3) | | 100% | | | | | | | $10,000 - $19,999 |
| Other (Retail) (n=1) | | 100% | | | | | | | $10,000 - $19,999 |

**Table 8: Salaries - Experienced Level**

| Occupation | Experienced Level - % of Respondents | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|
| Experienced Level Range | Under $10,000 | $10,000 - $19,999 | $20,000 - $29,999 | $30,000 - $39,999 | $40,000 - $49,999 | $50,000 - $59,999 | $60,000 - $69,999 | $70,000 and over | |
| Manager/Owner (n=71) | 9.9% | 31.0% | 35.2% | 16.9% | 7.0% | | | | Under $10,000 - $49,999 |
| Barber/Stylist/ Journeyperson (n=23) | 4.3% | 39.1% | 43.5% | 13.0% | | | | | Under $10,000 - $39,999 |
| Barber/Stylist/ Special Permit Holder (n=6) | 50.0% | 33.3% | 16.7% | | | | | | Under $10,000 – $29,999 |
| Barber/Stylist/ Apprentice (n=8) | 12.5% | 50.0% | 25.0% | 12.5% | | | | | Under $10,000 - $39,999 |
| Esthetician (n=11) | 9.1% | 27.3% | 36.4% | 9.1% | 9.1% | 9.1% | | | Under $10,000 - $59,999 |
| Electrologist (n=1) | | | | 100% | | | | | $30,000 - $39,999 |
| Cosmetologist/ Journeyperson (n=16) | 6.3% | 25.0% | 31.3% | 37.5% | | | | | Under $10,000 - $39,999 |
| Cosmetologist/ Special Permit Holder (n=4) | | 50.0% | 25.0% | 25.0% | | | | | $10,000 – $39,999 |
| Cosmetologist/ Apprentice (n=5) | | 40.0% | 40.0% | 20.0% | | | | | $10,000 – $39,999 |
| Administrative & Accounting (n=2) | 50.0% | 50.0% | | | | | | | Under $10,000 – $19,999 |
| Instructor (n=1) | | | 100% | | | | | | $20,000- $29,999 |
| Receptionist (n=3) | 33.3% | 66.7% | | | | | | | Under $10,000 - $19,999 |
| Other Retail (n=1) | | 100% | | | | | | | $10,000 – $19,999 |

Salaries for entry level occupations in the beauty industry range from under $10,000 to $49,999. Salaries for experienced level occupations range from under $10,000 to $59,999. Experience or the development of clientele results in an opportunity to increase wages. Employees with the journeyperson designation can expect a greater wage range compared to entry level experience.

Table 9 summarizes the range of salaries reported for entry level and experienced level occupations:

**Table 9: Salary Ranges**

| Occupation | Entry Level | Experienced Level |
|---|---|---|
| Manager/Owner | Under $10,000 - $49,999 | Under $10,000 - $49,999 |
| Barber/Stylist/ Journeyperson | Under $10,000 - $29,999 | Under $10,000 - $39,999 |
| Barber/Stylist/Special Permit Holder | Under $10,000 - $19,999 | Under $10,000 - $29,999 |
| Barber/Stylist/Apprentice | Under $10,000 - $29,999 | Under $10,000 - $39,999 |
| Esthetician | Under $10,000 - $29,999 | Under $10,000 - $59,999 |
| Electrologist | N/A | $30,000 - $39,999 |
| Cosmetologist/Journeyperson | Under $10,000 - $29,999 | Under $10,000 - $39,999 |
| Cosmetologist/Special Permit Holder | Under $10,000 - $19,999 | $10,000 - $39,999 |
| Cosmetologist/Apprentice | Under $10,000 - $19,999 | $10,000 - $39,999 |
| Administrative & Accounting | Under $10,000 | Under $10,000- $19,999 |
| Instructor | N/A | $20,000 - $29,999 |
| Receptionist | $10,000 - $19,999 | Under $10,000 - $19,999 |
| Other (Retail) | $10,000 - $19,999 | $10,000 - $19,999 |

### 6.3.3 Benefits

The beauty industry businesses were surveyed regarding benefits that are provided for employees. 80.4% of businesses provide the basic employment insurance and CPP benefits.

A summary of benefits provided are listed in Table 10:

**Table 10: Benefits**

| Benefit | Provided | % of Sample |
|---|---|---|
| Employment Insurance & Canada Pension Plan | 82 | 80.4 |
| On-the-job Training | 19 | 18.6 |
| Other | 17 | 16.7 |
| Medical/Dental/Disability/Life Insurance | 11 | 10.8 |
| Financial Training Assistance | 6 | 5.9 |
| Bonuses/Incentive Plan/Commission | 5 | 4.9 |
| Retirement Benefits | 3 | 2.9 |
| Profit Sharing | 2 | 2 |
| Sick Leave | 0 | 0 |

Other benefits provided consist of:

- equipment discounts;
- free color and perms;
- retirement benefits.

**Table 8: Salaries - Experienced Level**

| Occupation | Experienced Level - % of Respondents | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|
| Experienced Level Range | Under $10,000 | $10,000 - $19,999 | $20,000 - $29,999 | $30,000 - $39,999 | $40,000 - $49,999 | $50,000 - $59,999 | $60,000 - $69,999 | $70,000 and over | |
| Manager/Owner (n=71) | 9.9% | 31.0% | 35.2% | 16.9% | 7.0% | | | | Under $10,000 - $49,999 |
| Barber/Stylist/ Journeyperson (n=23) | 4.3% | 39.1% | 43.5% | 13.0% | | | | | Under $10,000 - $39,999 |
| Barber/Stylist/ Special Permit Holder (n=6) | 50.0% | 33.3% | 16.7% | | | | | | Under $10,000 - $29,999 |
| Barber/Stylist/ Apprentice (n=8) | 12.5% | 50.0% | 25.0% | 12.5% | | | | | Under $10,000 - $39,999 |
| Esthetician (n=11) | 9.1% | 27.3% | 36.4% | 9.1% | 9.1% | 9.1% | | | Under $10,000 - $59,999 |
| Electrologist (n=1) | | | | 100% | | | | | $30,000 - $39,999 |
| Cosmetologist/ Journeyperson (n=16) | 6.3% | 25.0% | 31.3% | 37.5% | | | | | Under $10,000 - $39,999 |
| Cosmetologist/ Special Permit Holder (n=4) | | 50.0% | 25.0% | 25.0% | | | | | $10,000 - $39,999 |
| Cosmetologist/ Apprentice (n=5) | | 40.0% | 40.0% | 20.0% | | | | | $10,000 - $39,999 |
| Administrative & Accounting (n=2) | 50.0% | 50.0% | | | | | | | Under $10,000 - $19,999 |
| Instructor (n=1) | | | 100% | | | | | | $20,000-$29,999 |
| Receptionist (n=3) | 33.3% | 66.7% | | | | | | | Under $10,000 - $19,999 |
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| Barber/Stylist/ Journeyperson | Under $10,000 - $29,999 | Under $10,000 - $39,999 |
| Barber/Stylist/Special Permit Holder | Under $10,000 - $19,999 | Under $10,000 - $29,999 |
| Barber/Stylist/Apprentice | Under $10,000 - $29,999 | Under $10,000 - $39,999 |
| Esthetician | Under $10,000 - $29,999 | Under $10,000 - $59,999 |
| Electrologist | N/A | $30,000 - $39,999 |
| Cosmetologist/Journeyperson | Under $10,000 - $29,999 | Under $10,000 - $39,999 |
| Cosmetologist/Special Permit Holder | Under $10,000 - $19,999 | $10,000 - $39,999 |
| Cosmetologist/Apprentice | Under $10,000 - $19,999 | $10,000 - $39,999 |
| Administrative & Accounting | Under $10,000 | Under $10,000- $19,999 |
| Instructor | N/A | $20,000 - $29,999 |
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| Retirement Benefits | 3 | 2.9 |
| Profit Sharing | 2 | 2 |
| Sick Leave | 0 | 0 |

Other benefits provided consist of:

- equipment discounts;
- free color and perms;
- retirement benefits.

## 6.3.4 Education Levels

Respondents were surveyed regarding the highest level of education attained by permanent and part time employees. The education level of permanent employees is somewhat higher than the education level for part time employees. 96% of permanent employees have attained a trade certificate or higher education compared to 81% for part time employees. A summary of the education levels for employees is presented in the following table:

**Table 11: Education levels**

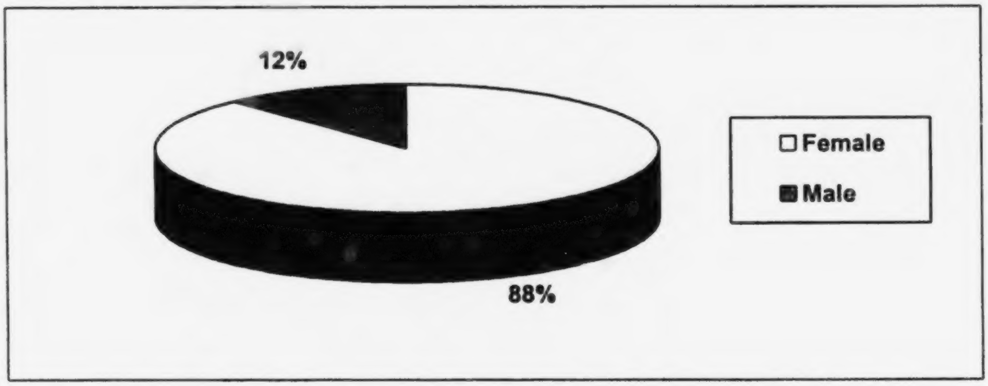
| | % Less than Grade Nine | %High School Certificate | % Trade Certificate or Diploma | % Other Certificate or Diploma | University Degree, Certificate or Diploma |
|---|---|---|---|---|---|
| Permanent | 0 | 4.1% | 80.4% | 13.3% | 2.2% |
| Part time | 0 | 19.2% | 72.3% | 8.5% | 0% |

## 3.3.5 Employment Equity

Businesses were surveyed regarding the numbers of female and male employees, Aboriginals,* persons with disabilities, and visible minorities**. The results indicate 88% of the workforce are female. 2.6% of all employees are Aboriginal, 1.6% of the total workforce are visible minorities and less than 1% of the total workforce are persons with disabilities. Figure 4 provides a summary of female and male representation in the industry:

* Includes Status Indians, Non Status Indians, Metis, and Inuit.
** Includes persons who, because of their race or color, are a visible minority in Canada. This may include persons of African ancestry, Asian ancestry, Arabic ancestry, etc. This does not include persons of aboriginal ancestry.

**Figure 4: Employment Equity**



Respondents were asked for their opinion regarding an increase, decrease, or status quo for these groups over the next five years. In most instances the most common response was for representation by the various groups to remain the same. The only deviation from this trend was representation by males where 43.4% of respondents indicated the number of males in the industry would increase. Table 12 provides a summary of the responses:

**Table 12: Projected Representation**

| Group | Increase | Decrease | Stay the same | Do not know |
|---|---|---|---|---|
| Aboriginal | 36% | 1% | 40% | 23% |
| Women | 27% | 1% | 61% | 11% |
| Men | 43.4% | 1% | 40.4% | 15.2% |
| Visible Minorities | 28.2% | | 45.5% | 26.3% |
| Persons with disabilities | 13.1% | 1.0% | 53.5% | 32.4% |

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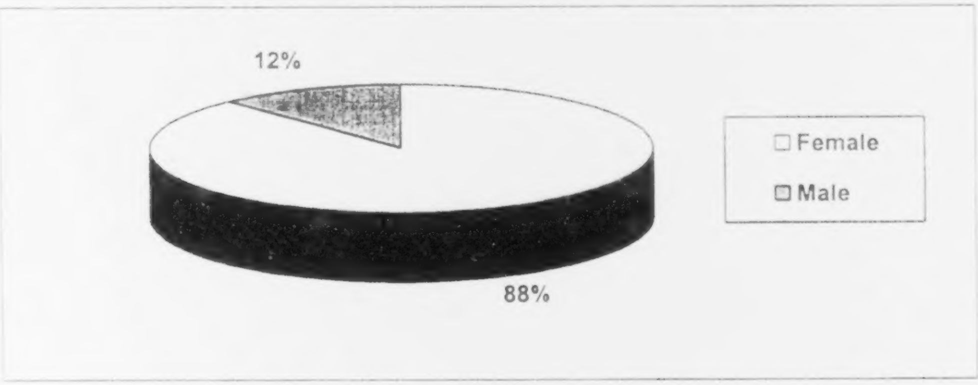
**Figure 4: Employment Equity**



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| Persons with disabilities | 13.1% | 1.0% | 53.5% | 32.4% |

# 7.0 Recruitment and Retention

## 7.1 Recruitment

Respondents were asked to assess the degree of difficulty (1 - not difficult at all to 5 - a major difficulty) potential employees often face trying to find a job in the beauty industry.

From an employers perspective the major difficulties potential employees often face when trying to find a job in the industry are as follows:

- must have good work ethic/willing to work;
- need proper training;
- need experience.

Competition for jobs was not considered to be problem for someone looking for employment. The result of the survey question is presented in the following table:

**Table 13: Difficulties Potential Employees Often Face**

| Difficulty finding employment in the beauty industry | % of Sample Not at all 1 | 2 | 3 | 4 | Major 5 | N/A |
|---|---|---|---|---|---|---|
| Must have good work ethic/willing to work | 8.8 | 3.9 | 19.6 | 17.7 | 48.0 | 2.0 |
| Need of proper training | 17.6 | 6.8 | 20.6 | 10.8 | 42.2 | 2.0 |
| Need experience | 14.7 | 14.7 | 21.6 | 17.6 | 29.4 | 2.0 |
| Cost of training for the individual | 19.6 | 15.7 | 30.4 | 11.8 | 14.7 | 7.8 |
| There is high competition for jobs | 18.6 | 11.8 | 27.5 | 13.7 | 25.5 | 2.9 |

Some additional comments provided regarding problems potential employees face are summarized as follows:

- salary is too low/ do not get paid enough/minimum wage (7);
- the chance to get experience, most shops prefer experience/their own clientele(5);
- no full time work, only part time (4);
- the young people do not know how to communicate (4);
- not getting a good education/training could be better (3).

Additional comments by respondents regarding difficulties employees may face include:

*"The chance to get experience. Most shops prefer experience."*

*"The only thing is building a clientele. It takes longer than people think and they get frustrated with it. With small shops like ours we do require them to have a clientele when they start because we can't offer them enough from walk-ins here."*

*"A lot of employers want employees to have some experience and their own clients."*

Respondents were asked to assess the degree of difficulty (1 - not difficult at all to 5 - a major difficulty) employers may face when trying to recruit new employees.

The major difficulties employers face when recruiting new employees are:

- lack the desired work ethic;
- there is a shortage of experienced labour;
- it is difficult to offer competitive wages.

The overall responses to this question are listed in Table 14 below:

**Table 14: Difficulties Employers May Face**

| Difficulty finding employees for the beauty industry | % of Sample | | | | | |
|---|---|---|---|---|---|---|
| | Not at all | | | Major | | |
| | 1 | 2 | 3 | 4 | 5 | N/A |
| Lack the desired work ethic | 4.9 | 12.8 | 28.4 | 22.5 | 28.4 | 3.0 |
| There is a shortage of experienced labour | 6.8 | 12.7 | 30.4 | 25.5 | 21.6 | 3.0 |
| It is difficult to offer competitive wages | 15.6 | 11.8 | 25.5 | 20.6 | 21.6 | 4.9 |
| There is a lack of proper training programs | 25.5 | 17.6 | 18.6 | 17.6 | 16.7 | 4.0 |
| There is a shortage of trained labour | 26.4 | 12.7 | 26.5 | 11.8 | 17.6 | 5.0 |
| Lack awareness of career opportunities in the trade | 17.6 | 25.5 | 24.5 | 11.8 | 15.7 | 4.9 |
| It is hard to attract employees to the industry | 37.2 | 17.6 | 24.5 | 6.9 | 10.8 | 3.0 |

Other comments regarding difficulties employers may face in recruiting employees include:

- people prefer to work in the city. It is hard to find someone to move to a rural area (7);
- wages, cannot compete with city salons (6);
- Saskatchewan has a lack of quality training/not long enough (4);
- sometimes difficult to find people who are able to relate well with clients/good communication skills(3).

Some additional comments included:

*"Quality of training is not a good as it should be. They don't teach them how to make it a marketable career so people don't stay in the industry for a long time."*

*"No training in attitude required for the job, friendliness etc., cleanliness of work, tools and area, future bookings and call backs for bookings (business sense)."*

# 7.0 Recruitment and Retention

## 7.1 Recruitment

Respondents were asked to assess the degree of difficulty (1 - not difficult at all to 5 - a major difficulty) potential employees often face trying to find a job in the beauty industry.

From an employers perspective the major difficulties potential employees often face when trying to find a job in the industry are as follows:

- must have good work ethic willing to work;
- need proper training;
- need experience.

Competition for jobs was not considered to be problem for someone looking for employment. The result of the survey question is presented in the following table:

**Table 13: Difficulties Potential Employees Often Face**

| Difficulty finding employment in the beauty industry | % of Sample<br>Not at all | | | | Major | |
|---|---|---|---|---|---|---|
| | 1 | 2 | 3 | 4 | 5 | N/A |
| Must have good work ethic/willing to work | 8.8 | 3.9 | 19.6 | 17.7 | 48.0 | 2.0 |
| Need of proper training | 17.6 | 6.8 | 20.6 | 10.8 | 42.2 | 2.0 |
| Need experience | 14.7 | 14.7 | 21.6 | 17.6 | 29.4 | 2.0 |
| Cost of training for the individual | 19.6 | 15.7 | 30.4 | 11.8 | 14.7 | 7.8 |
| There is high competition for jobs | 18.6 | 11.8 | 27.5 | 13.7 | 25.5 | 2.9 |

Some additional comments provided regarding problems potential employees face are summarized as follows:

- salary is too low/ do not get paid enough/minimum wage (7);
- the chance to get experience, most shops prefer experience/their own clientele(5);
- no full time work, only part time (4);
- the young people do not know how to communicate (4);
- not getting a good education/training could be better (3).

Additional comments by respondents regarding difficulties employees may face include:

*"The chance to get experience. Most shops prefer experience."*

*"The only thing is building a clientele. It takes longer than people think and they get frustrated with it. With small shops like ours we do require them to have a clientele when they start because we can't offer them enough from walk-ins here."*

*"A lot of employers want employees to have some experience and their own clients."*

Respondents were asked to assess the degree of difficulty (1 - not difficult at all to 5 - a major difficulty) employers may face when trying to recruit new employees.

The major difficulties employers face when recruiting new employees are:

- lack the desired work ethic;
- there is a shortage of experienced labour;
- it is difficult to offer competitive wages.

The overall responses to this question are listed in Table 14 below:

**Table 14: Difficulties Employers May Face**

| **Difficulty finding employees for the beauty industry** | **% of Sample**<br>**Not at all** | | | **Major** | | |
|---|---|---|---|---|---|---|
| | **1** | **2** | **3** | **4** | **5** | **N/A** |
| Lack the desired work ethic | 4.9 | 12.8 | 28.4 | 22.5 | 28.4 | 3.0 |
| There is a shortage of experienced labour | 6.8 | 12.7 | 30.4 | 25.5 | 21.6 | 3.0 |
| It is difficult to offer competitive wages | 15.6 | 11.8 | 25.5 | 20.6 | 21.6 | 4.9 |
| There is a lack of proper training programs | 25.5 | 17.6 | 18.6 | 17.6 | 16.7 | 4.0 |
| There is a shortage of trained labour | 26.4 | 12.7 | 26.5 | 11.8 | 17.6 | 5.0 |
| Lack awareness of career opportunities in the trade | 17.6 | 25.5 | 24.5 | 11.8 | 15.7 | 4.9 |
| It is hard to attract employees to the industry | 37.2 | 17.6 | 24.5 | 6.9 | 10.8 | 3.0 |

Other comments regarding difficulties employers may face in recruiting employees include:

- people prefer to work in the city. It is hard to find someone to move to a rural area (7);
- wages, cannot compete with city salons (6);
- Saskatchewan has a lack of quality training/not long enough (4);
- sometimes difficult to find people who are able to relate well with clients/good communication skills(3).

Some additional comments included:

*"Quality of training is not a good as it should be. They don't teach them how to make it a marketable career so people don't stay in the industry for a long time."*

*"No training in attitude required for the job, friendliness etc., cleanliness of work, tools and area, future bookings and call backs for bookings (business sense)."*

## 7.2 Recruitment Methods

Survey respondents were asked to provide the methods they used to recruit employees and to rate the effectiveness of those methods. The findings indicate the most effective means of recruiting new employees was by word of mouth. Other methods such as newspaper advertisements, employment centres and agencies, were rated, at best, as moderately effective.

## 7.3 Turnover

Turnover of employees in the beauty industry does not appear to be a major issue. 78.3% (n=72) of businesses who responded indicated employee turnover in their business was not considered to be an issue. For those respondents who indicated turnover was a problem some of the reasons provided include:

- better wages elsewhere greener pastures (4);
- nature of the trade transient business;
- good employees tend to be more mobile and more anxious to move to a larger centre.

Additional comments provided were:

*"Don't last in the industry for long because not committed to it as a career."*

*"I think because you tend to hire people who are starting out and it is a matter of trying to keep them. They feel that they can do better after gaining some experience."*

*"Hours required. Isn't the easy job they thought it would be, not as financially rewarding."*

Respondents were asked how many full time and part time employees left their business in the last year. Over 70% of full time and part time employees left their employment in the last year for voluntary reasons. Table 15 summarizes the reasons employees left their employment in the last year.

**Table 15: Reasons for Leaving**

| Reason for Leaving | % of Full Time employees who left | % of Part Time employees who left |
|---|---|---|
| Left voluntarily | 75.6 | 71.0 |
| Were terminated | 13.4 | 3.2 |
| Were laid off | 2.4 | 12.8 |
| Maternity (family leave) | 8.6 | 6.5 |
| Occupational disorder | 0 | 6.5 |
| Retired | 0 | 0 |
| Other | 0 | 0 |

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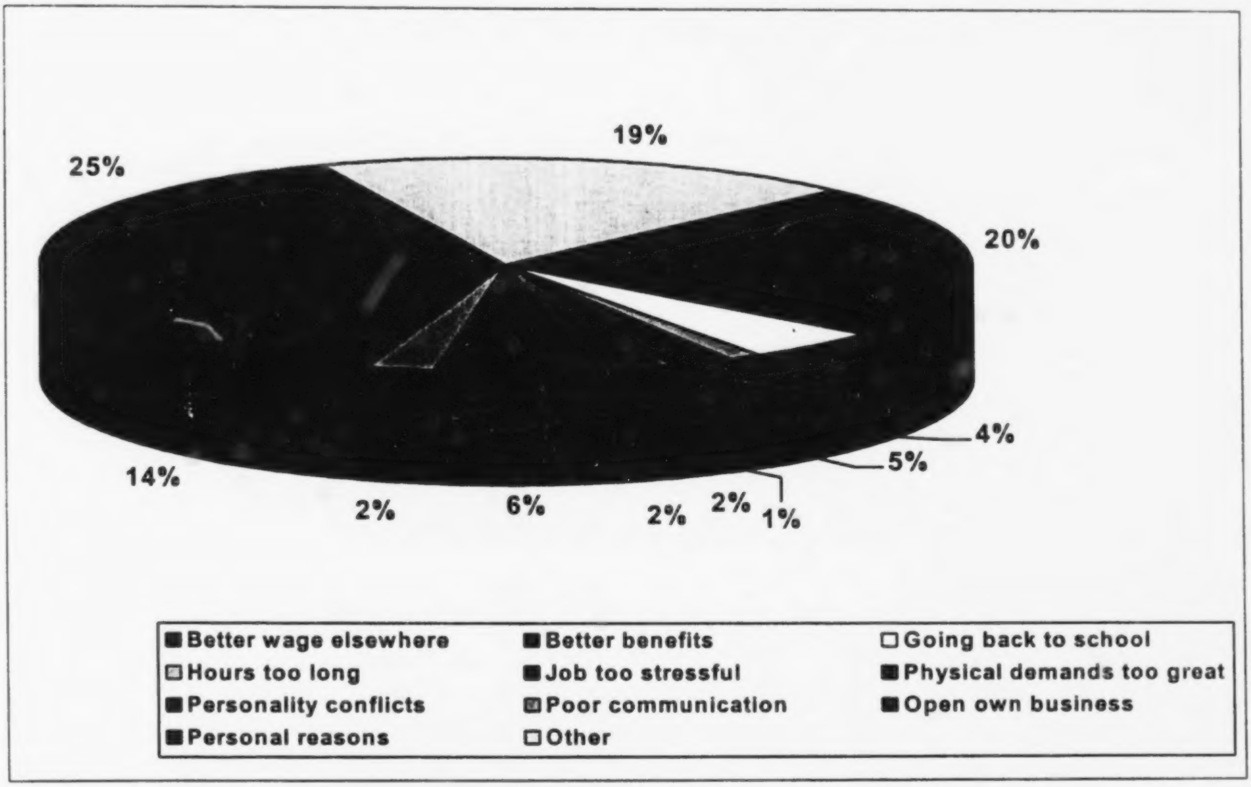
| Retired | 0 | 0 |
| Other | 0 | 0 |

Personal reasons were most often cited as the reason employees gave when leaving employment. Other reasons included better wages elsewhere, leaving to open own business, lack of clientele, health problems, moving to chair rental. Figure 5 summarizes the responses:

**Figure 5: Personal Reasons for Leaving**



# 8.0 Skill Requirements and Training

## 8.1 Skills Required

Respondents were asked what skills entry level occupations require and what skills they lack. The following tables provide a summary of entry level skills required and skills that are often lacking by those who are employed in the industry:

**Table 16: Cosmetology/Cosmetologist**

| Industry specific skills needed | Skills Lacking |
|---|---|
| People/communication skills. (25) | People/communication skills. (12) |
| Basic training/general technical skills. (16) | Hands on technical/experience. (4) |
| Work ethic. (3) | Maintenance (cleanliness) of equipment. (3) |
| Willing to learn. (3) | Confidence. (3) |
| Retail sales. | Cosmetology knowledge. (3) |
| | Retail sales. |

**Table 17: Barber/Stylist**

| Industry Specific Skills Needed | Skills Lacking |
|---|---|
| People skills/communication. (22) | People skills/communication. (10) |
| Basic cutting, perm, coloring, setting. (17) | Improve skills through practice.(10) |
| Good attitude, work ethics. (19) | Confidence. (3) |
| Responsibility. (2) | Good work ethic. (2) |
| Roller setting. (2) | |

**Table 18: Esthetician**

| Industry Specific Skills Required – | Skills Lacking |
|---|---|
| Nail skills/manicures/pedicures. (6)<br>People skills. (4)<br>Waxing. (2)<br>Basic knowledge of skin care and products. (2).<br>Facials. (2)<br>PR skills, technical skills, retail ability.<br>Organizational skills.<br>Telephone skills<br>Product knowledge.<br>Numerical, cash register skills. | Identification of skin problems, product knowledge, use of tools.<br>People skills.<br>Expertise, speed. |

**Table 19: Receptionist**

| Industry Specific Skills Required | Skills Lacking |
|---|---|
| Well spoken, organized, good with people.<br>Verbal skills, customer service skills, use of a calculator. | Organizational skills.<br>Verbal skills, customer service skills, use of a calculator. |

**Table 20: Nail Technician**

| Industry Specific Skills Required – | Skills Lacking |
|---|---|
| Customer relation skills.<br>Basic skills.<br>People skills. | Work ethic. |

**Table 21: Massage Therapist**

| Industry Specific Skills Required | Skills Lacking |
|---|---|
| People skills.<br>Knowledge of different kinds of massage.<br>Therapeutic and relaxation massage. | |

**Table 22: Electrologist**

| Industry Specific Skills Required | Skills Lacking |
|---|---|
| People skills, empathy. | Professionalism. |
| Compassion. | Compassion. |
| Use of machines. | |

## 8.2 Training Programs

Respondents were asked what training programs they were aware of that are offered in the province. In general, most responses referred to programs offered by suppliers and the schools located in Regina and Saskatoon. The major responses are summarized as follows:

- Suppliers/wholesalers/distributors/manufacturers provide training. (42)
- Cosmetology schools/beauty schools. (36)
- Marvel. (36)
- Marca. (29)
- Moose Jaw. (15)
- Regina. (11)
- Saskatoon. (9)
- Hair shows. (9)
- Prince Albert - SIAST. (8)
- Hair Design Academy. (6)
- ABA. (6)
- Trade shows with demonstrations. (6)
- Richards. (6)
- Some high schools offer introductory courses. (3)

**Table 21: Massage Therapist**

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|---|---|
| People skills.<br>Knowledge of different kinds of massage.<br>Therapeutic and relaxation massage. | |

**Table 22: Electrologist**

| Industry Specific Skills Required | Skills Lacking |
|---|---|
| People skills, empathy.<br>Compassion.<br>Use of machines. | Professionalism.<br>Compassion. |

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- Hair Design Academy. (6)
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- Trade shows with demonstrations. (6)
- Richards. (6)
- Some high schools offer introductory courses. (3)

## 8.3 Training Areas That Need To Be Addressed

Respondents were asked to identify training areas that need to be addressed. The most often cited areas are:

- Coloring. (26)
- Cutting. (22)
- Customer relations/communication skills. (18)
- Perming. (12)
- Basic training needs to be improved. (12)
- Information on new products. (4)
- More technical training. (2).

Some additional comments provided by respondents included:

*"More work on professionalism. A little more polished for customer service. Some retailing courses so they can sell as well."*

*"Too many coming out with high expectations of big money with little or no practical experience, lack of client-staff skills, communication."*

*"More education in cutting and styling. Give us more basic training we can use with the older clientele we have."*

*"Need specific training in different nails. Need to understand building a clientele, notion of business."*

*"Some graduates are not prepared enough for the workforce. People skills and technical skills are not as good as they should be. Just preparing them better all the way around for the job."*

*"The estheticians need to be certified. They currently don't and it is not good for the industry."*

## 8.4 Upgrading, Updating, Refresher Training.

Respondents were asked if upgrading, updating and refresher training is important to the industry. Of those responding (n=100) 96% indicated these kinds of training are important to the industry. The three main difficulties identified by respondents in achieving their training objectives were:

- cost of training and books;
- accessibility to training;
- lack of time.

Table 23 provides a summary of the difficulty businesses have in achieving their training objectives:

**Table 23: Difficulties in Achieving Training Objectives**

| Difficulties in achieving training objectives | Number of responses | % of Sample |
|---|---|---|
| Cost of training and books | 37 | 36.3 |
| Accessibility to training | 28 | 27.5 |
| Lack of time | 24 | 23.5 |
| Lack of training in the province | 11 | 10.8 |
| Cannot afford to take people off the job for training | 8 | 7.8 |
| Logistics of scheduling training sessions | 7 | 6.9 |
| Lack of awareness about training options/programs | 5 | 4.9 |
| Lack of resources | 5 | 4.9 |

Additional difficulties included:

- possible loss of business when away.

## 8.5 Type of Training Necessary

Respondents were asked to rate by order of importance the type of training necessary for occupations within the beauty industry. For all the occupations formal entry level training was considered the most important followed by upgrading and then updating training. The following table summarizes the order of importance assigned to formal, upgrading and updating training:

**Table 24: Training Delivery**

| Occupation | | | | |
|---|---|---|---|---|
| | Formal Entry Level | Upgrading Trainin | Updating Training | No training Necessary |
| Cosmetologist | 1st | 2nd | 3rd | |
| Barber/Stylist | 1st | 2nd | 3rd | |
| Electrologist | 1st | 2nd | 3rd | |
| Esthetician | 1st | 2nd | 3rd | |
| Nail Technician | 1st | 2nd | 3rd | |

Respondents were asked what they thought was the best way to provide training to employees. The following tables provide the preferred way of providing training for occupations within the industry:

**Table 25: Cosmetologist**

| Type of Training | % Choosing External Training | % Choosing Internal Training | % Choosing a Combination |
|---|---|---|---|
| Formal entry level | 11.6 | 16.3 | 72.1 |
| Upgrading | 20.9 | 9.3 | 69.8 |
| Refresher | 33.4 | 21.4 | 45.2 |

**Table 26: Barber/Stylist**

| Type of Training | % Choosing External Training | % Choosing Internal Training | % Choosing a Combination |
|---|---|---|---|
| Formal entry level | 13.5 | 8.5 | 78.0 |
| Upgrading | 18.6 | 8.5 | 72.9 |
| Refresher | 25.9 | 10.3 | 63.8 |

**Table 27: Electrolysis Technician**

| Type of Training | % Choosing External Training | % Choosing Internal Training | % Choosing a Combination |
|---|---|---|---|
| Formal entry level | 100 | | |
| Upgrading | | 50 | 50 |
| Refresher | | | 100 |

**Table 28: Esthetician**

| Type of Training | % Choosing External Training | % Choosing Internal Training | % Choosing a Combination |
|---|---|---|---|
| Formal entry level | 23.5 | 5.9 | 70.6 |
| Upgrading | 11.8 | 17.6 | 70.6 |
| Refresher | 23.5 | 23.5 | 53.0 |

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| Esthetician | 1st | 2nd | 3rd | |
| Nail Technician | 1st | 2nd | 3rd | |

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| Refresher | | | 100 |

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| Refresher | 23.5 | 23.5 | 53.0 |

**Table 29: Nail Technician**

| Type of Training | % Choosing External Training | % Choosing Internal Training | % Choosing a Combination |
|---|---|---|---|
| Formal entry level | 25 | | 75 |
| Upgrading | 33.3 | | 66.7 |
| Refresher | 33.3 | 16.7 | 50.0 |

**Table 30: Make Up Artist**

| Type of Training | % Choosing External Training | % Choosing Internal Training | % Choosing a Combination |
|---|---|---|---|
| Formal entry level | | | 100 |
| Upgrading | | | 100 |
| Refresher | | | 100 |

## 8.6 Formal Entry Level Training

Respondents were asked what types of training is required at the formal entry level, at upgrading courses and seminars, and updating or refresher courses and seminars. The main responses are summarized in the following tables:

**Table 31: Training Requirements – Formal Entry Level**

| Type of Training | Number | % of Responses |
|---|---|---|
| Basic training in perming, coloring, cutting, styling | 33 | 42.8 |
| Dealing with public, communication skills | 13 | 16.9 |
| Product knowledge | 6 | 7.8 |
| Nails | 5 | 6.5 |

Additional suggestions included:

- body waxing;
- facials, body treatments, sanitation/disinfecting, consultations;
- technological changes.
- make up techniques.

## 8.7 Upgrading Courses and Seminars

**Table 32: Training Requirements – Upgrading**

| Type of Training | Number | % of Responses |
|---|---|---|
| Product knowledge on new things | 18 | 20 |
| Hair cutting, perms, colours | 16 | 17.8 |
| New techniques | 12 | 13.3 |
| Changing fashions and trends | 11 | 12.2 |
| Advanced perms, cutting, colour | 9 | 10 |
| New hair styles | 7 | 7.8 |
| New techniques in waxing | 3 | 3.3 |

## 8.8 Updating, Refresher Courses and Seminars

**Table 33: Training Requirements – Refresher Courses/Seminars**

| Type of Training | Number | % of Responses |
|---|---|---|
| Perms, colouring, cutting | 27 | 31.8 |
| New product knowledge | 23 | 27.1 |
| New styles, trends, fashions, techniques | 21 | 24.7 |
| Business and retail | 4 | 4.7 |
| Motivational speakers/classes | 4 | 4.7 |

## 8.9 Training Currently Being Provided

In most cases businesses are currently involved in training employees. Only 17.6% of respondents report that no training is currently being provided. Table 34 provides a breakdown of the training that is currently provided:

**Table 34: Training Currently Being Provided**

| Type of training currently provided | Number of Responses | % of Sample |
|---|---|---|
| On the job training of new employees. | 38 | 37.3 |
| Updating to ensure currency. | 31 | 30.4 |
| Upgrading to prepare for journeyperson exam. | 18 | 17.6 |
| No training is presently being undertaken. | 18 | 17.6 |
| Updating for journeyperson. | 15 | 14.7 |

Table 29: Nail Technician

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| Type of Training | % Choosing External Training | % Choosing Internal Training | % Choosing a Combination |
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| No training is presently being undertaken. | 18 | 17.6 |
| Updating for journeyperson. | 15 | 14.7 |

Other sources of training were reported as follows:

- go to hair shows;
- in-shop classes with distributors.

## 8.10 Some of The Training Issues Facing The Industry

Respondents were asked to identify training issues that are facing the industry. The major areas identified were:

- Students are not trained as well as they should be when they come out of school, often lacking technique. The school training period is not long enough. (17).
- Having qualified instructors, more instructors. (5)
- Need for upgrading after receiving journeyperson status. (4)

Some additional comments were:

*"Even though there is a curriculum in place I don't think it is being followed or there is no continuity in the schools."*

*"Too many students going through and not as much quality as there should be. People take it as an easy course."*

*"There are many new services offered, manicures, pedicures, tanning. There should be training available for these areas."*

*"Estheticians and massage people need to go through some certification process."*

# 9.0 Industry Trends

## 9.1 New Occupations or Dramatic Changes to Existing Occupations

Respondents were asked if there were any new occupations emerging or dramatic changes occurring to existing occupations in the industry. The following table summarizes the responses:

**Table 35: New and Changing Occupations**

| Occupation | Emerging # of Responses | Changing # of Responses | Comments |
|---|---|---|---|
| Massage therapy | 5 | 1 | • People use this as relaxation time – stress reliever.<br>• Maybe bring in different clients in the shop – another way of pampering.<br>• More people coming in to the industry who are not interested in the hair part, but are interested in the beauty part of it.<br>• Change toward full-service salon. Image change.<br>• More knowledge by clients – health reasons.<br>• People tending to turn to more homeopathy forms of healing. |
| Waxing | 1 | | |
| Manicure/Pedicure | 3 | | • Baby boomers are having problems and want to get pampered. |
| Estheticians/ Esthetics | 5 | 5 | • People have more disposable income or want to pamper themselves. (3)<br>• People in salons and spas aren't as well educated as the ones that are working with chiropractors.<br>• People more aware need the services.<br>• More specialization.<br>• Air brushing/make-up. |
| Nail Stylist/Technician | 2 | 1 | • Mostly because clientele out there.<br>• Anyone off the street can take course as nail tech and there is more demand for it. They don't have to take the whole cosmetology course.<br>• More knowledge by clients – health reasons. |

| | | | |
|---|---|---|---|
| Cosmetologist | | 7 | • Change in customer attitudes, requirements.<br>• Better methods, promotes healthier hair, reduced perms.<br>• Always changing.<br>• Technology – computers, government interference in running a business.<br>• New methods of waxing.<br>• Need to sell products. |
| Barber/Stylist | 3 | 13 | • Changes in fashions and trends, new hair styles require new hair cutting techniques. (11)<br>• Glamour day – experts come in and take pictures of clients who have their hair and make-up done.<br>• Too much info to absorb coming from wholesalers and sales persons.<br>• More opportunities in the industry to work for large product companies.<br>• Use the basics and then become creative. Develop new styles and techniques. |
| Receptionist | | 1 | |
| Distributors | 1 | 1 | • More education. |
| Education | 1 | | • More opportunity. |
| Sales | 1 | | • More opportunity. |
| Reflexology | 2 | | • People tending to turn to more homeopathy forms of healing. |
| Total look and Spa's | 1 | | • Fast paced living people feel they deserve to be pampered. |
| Nails, facials, body health | 2 | | • Money – people are willing to pay for more specialized treatments and personal health.<br>• People are becoming more aware of health and more into taking care of their body. |
| Barbers | | 1 | • They are almost extinct. You can't get barbering training. Men are also getting more into different styles. |
| Ear Candling | 1 | | • People tending to turn to more homeopathy forms of healing. |
| Working out of homes. | | 1 | • Trying to beat the system – not being monitored. |

## 9.2 Impact of Technology

51% of those who responded think technology will have an impact on their business in the next five years. Of those who responded 22% think computers will have an impact on their business or industry and will increase efficiency. Other areas cited include new product technology, new techniques, and new machines particularly for electrolysis.

In most cases respondents plan to cope with these changes on a gradual basis including on-the-job training.

Some specific comments were:

*"Great impact, technology is changing rapidly and so is the business."*

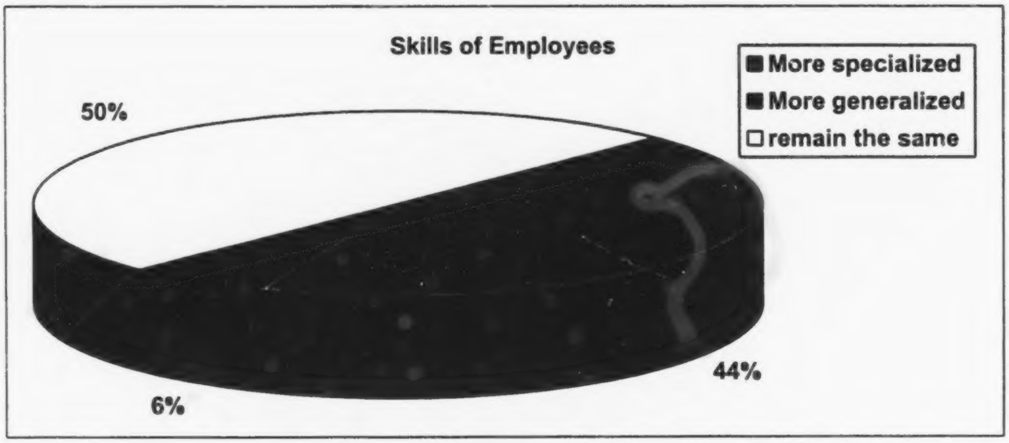
*"Just keeps improving which makes us work smarter, not harder. Breakthroughs in products and how they intertwine with the environment. Keeps our profession professional."*

*"Everything I do will be outdated. Technology is changing all the time, there are always new ways of doing things."*

## 9.3 Skill Needs

Respondents were asked whether employee skills would stay the same, become more generalized or more specialized over the next five years. 50% of those who responded reported they thought the skills employees require would remain the same over the next five years. A summary of the responses is shown in Figure 6 below:

**Figure 6: Skills of Employees**



Respondents who stated skills would be more generalized indicated employees would have to be qualified in all areas. They also indicated employees would need to have a wider knowledge of hair styling and colouring techniques to keep up with changing fashions.

Respondents who stated occupations will become more specialized suggested styles are always changing and stylists need to learn new techniques. Specialization is also considered necessary for competitive reasons and because of the increasing knowledge of customers.

## 10.0 Awareness

89.2% of those surveyed indicated they were not a member of an industry association. Of those respondents who do belong to an industry association (n=10) only five businesses indicated they took advantage of the members benefit program. 66.7% of those surveyed indicated they would be interested in participating in a Saskatchewan Beauty Industry Association if one were formed. 85% of those surveyed indicated they would like more information about the Saskatchewan Beauty Industry Sector Partnership.

## 11.0 Key Findings

Key findings provide an overview of the industry by summarizing the results of the survey of the beauty industry. The key findings provide information on areas that require further research and validation in focus groups.

### 11.1 Company Information

The largest percentage of companies surveyed (93.1%) operate a service and retail shop. The predominant services provided by the businesses surveyed are barber/stylists and cosmetologists followed by estheticians.

57.9% of the businesses surveyed reported the size of the trading area to have a population less than 10,000 people.

A majority of businesses surveyed (92%) employ fewer than 10 people. 67.1% of businesses employ three or fewer persons.

A majority of businesses surveyed (90.2%) indicated they were aware of the Journeyperson Certification programs for cosmetologists and barber/stylists offered in Saskatchewan.

### 11.2 Employment Projections

The largest projected increases in employee numbers (full time, part time, rental) are for cosmetologist journeypersons (54.8%) and estheticians (44%). These occupations are projected to increase by 62 positions over the next five years. Special permit holders and apprentice positions are projected to decrease. Full time occupations in the industry are projected to increase by 6.7% within the next five years while overall employment numbers are projected to remain static.

## 11.3 Employee Profile

In terms of age of employees, 34.6% of full time employees are between 25 and 34 years of age. 74.4% of full time employees in the industry are between the ages of 25 and 54 years compared to the provincial labour average of 52%. Only 4.5% of employees are aged 55 or older compared to 30% for the provincial average.

For part time employees 34.7% are 24 years of age or less compared to the provincial average of 19%.

Wages at the entry level range from less than $10,000 to $49,999 per year. Wages for experienced employees range from less than $10,000 to $59,999 per year. For most occupations in the industry experience provides an opportunity for increased wages.

A majority of businesses (80.4%) provide the normal required benefits of Employment Insurance and CPP benefits.

With respect to education levels 80.4% of permanent employees have a trade certificate or diploma compared to 72.3% for part time employees. Overall, 95.9% of permanent employees have a trade certificate or higher level of education.

Females account for 88% of the workforce in the sample.

Aboriginals make up 2.6% of the workforce in the industry compared to the provincial average of 4%. Visible minorities make up 1.6% of the workforce compared to the provincial average of 3%.

## 11.4 Recruitment and Retention

48% of businesses surveyed indicated a good work ethic is of major importance for those looking for employment in the industry. 28.4% of respondents rated the lack of work ethic as a major difficulty they face in recruiting new employees.

Word of mouth was identified as the most effective means for employers to recruit new employees.

Of those businesses who responded, 78.3% indicated employee turnover was not a problem. In the last year over 70% of employees who left the industry left voluntarily with personal reasons cited as the most common reason for leaving.

## 11.5 Skill Requirements and Training

Coloring, cutting, and customer relations/communication skills were the areas identified where training needs to be addressed.

For most occupations communication skills were highly rated as skills required and skills that employees often lack.

The primary training requirement identified for formal entry level training was basic training in perming, coloring, cutting and styling. Another area identified was dealing with the public/communication skills.

Training areas recommended for upgrading and updating courses include: product knowledge (new products); perms; colour; cutting; new techniques; new trends; and new styles.

Respondents reported the three main difficulties in achieving their training objectives are: cost of training and books; accessibility to training; and a lack of time.

A combination of external and internal training was selected by the majority of respondents as the preferred method for the delivery of training. Electrolysis technician training was the only occupation where respondents indicated 100% of formal entry level training should be provided externally.

On-the-job-training for new employees was the choice of 37.3% of those surveyed as to the type of training currently provided.

Formal entry level training was considered the most important type of training by the businesses surveyed.

## 11.6 Industry Trends

Massage therapists, estheticians, manicurists and pedicurists were identified as emerging occupations in the beauty industry. Cosmetologists and barber/stylists were most often cited as the occupations in the industry that are changing.

53% of those who responded (n=41) think technology will have an impact on their business within the next five years. 22% of those who responded thought computers would be required and their business would become more efficient because of computer technology.

50% of those who responded thought the skill needs of employees in the industry would remain the same over the next five years.

### 11.7 Awareness

89.2% of businesses surveyed do not belong to an industry association. 66.7% of those surveyed expressed an interest in participating in a Saskatchewan Beauty Industry Association if one were formed.

## 12.0 Industry Validation

The results of the telephone survey and a summary of key findings were presented to the Steering Committee. The most important key findings were identified for presentation to focus group participants. The objective of the focus groups was to validate and obtain, in greater detail, input into the key issues. Focus groups were held in Saskatoon, Swift Current and Regina. The numbers of participant in the focus groups was limited, as a result, the focus groups included both employer and employee representatives. The combined results of the focus groups are presented below:

### 12.1 Certification Programs for Cosmetologist and Barber/Stylist

Focus group participants were generally aware of the certification programs for cosmetologists and barber/stylists. Even those who were in other occupations within the industry were aware of the certification programs.

There was strong support for the need to have some form of certification/licensing for occupations outside the cosmetology and barber styling categories. The occupations most often cited were nail technicians, estheticians, and electrologists. Some of the main concerns were health and safety regulations with the chance of unregulated businesses causing serious harm to the industry.

### 12.2 Employment Projections

Most employers plan to increase the number of employees over the next five years. The most often cited occupations where additional employees may be added were cosmetologists and estheticians. Those who have home based businesses indicated regulations prevent them from having employees in the business.

The exception to this trend was the Saskatoon employers. Generally, they see an opportunity to increase business volumes by providing better service, but were not planning to increase the number of employees in their businesses.

## 12.3 Recruitment and Retention

Focus group participants were asked to assess potential difficulties employees may face in trying to find a job in the beauty industry. The major difficulties employees may face were similar to those selected by the survey respondents. The major difficulties being: lack work ethic; lack proper training; lack experience.

From the employers perspective the major difficulties they face when trying to recruit new employees are: a shortage of experienced labour; a lack of proper training; a shortage of trained labour. Generally, employers do not consider a lack of the desired work ethic to be a problem, although the Saskatoon employer group rated this a major problem.

In general turnover is considered a part of the beauty industry business employers must cope with. Continual employee turnover can negatively reflect on the reputation of a salon. There was also a suggestion that turnover is a problem for employees because they move to other businesses without any financial gain.

## 12.4 Skill Requirements and Training

Generally, focus group participants confirmed the survey results regarding skill requirements and training. There was some suggestion that training should be expanded to a two year course. Most basic skills such as cutting, coloring, perming need to be improved upon moving into a career in the beauty industry. One specific area identified where there is no training is in styling naturally curly hair (including hair relaxers). There was strong support for the need to have good communication/people skills to be successful in the industry. It was acknowledged employees often lack these skills.

Many participants indicated new entrants into the industry do not realize the time and effort required to successfully build a clientele.

The focus groups confirmed training should be delivered as a combination of internal and external training. There was an indication that in-salon training for cosmetologists as part of their formal education is often ineffective due to the duties that are assigned.

## 12.5 Industry Trends

Technology is resulting in changes in the industry. Computers were cited as having a major impact on the beauty industry. Examples of areas where computers will impact on the industry are new coloring techniques and review of different hair styles. Lasers are considered a new technology in the electrolysis business and are anticipated to have a significant impact on this sector of the industry.

## 12.6 Other Issues

One of the other issues discussed at the focus groups included formation of a Saskatchewan Beauty Industry Association. Similar to the survey results approximately two-thirds of focus group participants indicated they may join an association. There was strong support for some form of association to represent the industry. Suggested benefits of an association include provision of a benefits package, and acting as a regulatory and licensing body. There was also suggestion a board needs to be set up to review training school curricula and examine instructors every five years.

There were recommendations that all occupations should be regulated under the same governing body similar to the manner in which cosmetologists and barber/stylist are at this time. Those in the electrolysis, nail technician and esthetics occupations indicated a need for regulation as often those with substantial training are competing with others who have minimal training.

# 13.0 Recommendations

The following recommendations are based on the results of the research completed.

## 13.1 INDUSTRY TRENDS

Presently there is not an industry association that represents the beauty industry in Saskatchewan. The results of the research indicate there is need and support for an industry association to represent the industry.

A number of occupations such as estheticians, nail technicians, electrologists and make-up artists are growing. Unlike cosmetology and barber/stylist these occupations are unregulated and need support to develop into a strong, viable part of the Saskatchewan beauty industry.

**Recommendation:** A Saskatchewan beauty industry association be formed to provide: a regulatory and licensing function; employer/employee benefits; a common forum to address challenges in the industry including health, safety, and training issues.

- Strategy: Begin discussions with occupations within the industry such as cosmetologists, barber/stylists, estheticians, electrologists, nail technicians, and make-up artists to develop a common goal for forming an industry association.
- Strategy: Explore the process required for forming an association. Contact some existing industry associations for background information.
- Strategy: Explore funding options and the availability of seed money.

**Recommendation:** Esthetics, electrolysis, nail technology and make-up artistry should be designated as a trade or sub-trade under The Apprenticeship and Trade Certification Act.

- Strategy: Approach the Apprenticeship and Trade Certification Commission to determine the possibility of trade designation.
- Strategy: Investigate and research whether any existing trades under the Apprenticeship and Trade Certification Act may be applicable to the occupations.

## 13.2 TRAINING

The training levels of new employees in the industry are often below the expectations of employers. There is concern by employers that the curriculum is not followed or varies between training providers. There is a lack of communication between training providers and employers regarding training that is currently provided.

**Recommendation:** Industry, SIAST, and other training providers should partner to develop a process to review training, training needs and expectations.

**Recommendation:** Industry needs to work with Post-Secondary Education and Skills Training, SIAST, and other training providers to ensure minimum qualification levels for cosmetology and barber/stylist instructors are met.

- Strategy: There is a lack of communication regarding the expectations of employers and the level of training that is being provided. Training providers and industry will get together to discuss training issues and develop a process to deal with issues identified.
- Strategy: Training providers should develop a process to follow-up with graduates after they become employed to identify training gaps and gauge the effectiveness of the existing training programs. The results of the follow-up should be communicated to industry.
- Strategy: Training providers should use some outside (guest) instructors from industry to provide students an alternate training perspective.
- Strategy: In consultation with the Curriculum Board a review of existing curricula should be undertaken. Customer relations, sales skills and building a clientele are areas where improvement or change is required. The process would include reviewing training courses offered out of province to determine if they would be useful in Saskatchewan.

## 13.3 RECRUITMENT AND RETENTION

Employment opportunities in the beauty industry are expected to continue to grow. There are occupations within the industry that may not be considered by those who are beginning their working careers. Starting wages are often at the minimum wage level but should be expected to increase once experience is gained and a clientele developed.

**Recommendation:** The beauty industry in Saskatchewan needs to actively promote the industry and market career opportunities within the sector.

- ➢Strategy: Industry needs to promote the industry in Saskatchewan to attract new employees to meet the future needs of businesses.
- ➢Strategy: In consultation with Saskatchewan Education develop a process to promote the beauty industry as a career opportunity in high schools across the province.

**Recommendation:** Industry needs to identify and work with Aboriginal organizations, including training providers to: develop and foster partnerships; enhance opportunities for Aboriginals to participate in the industry; and work toward a mutual goal of a representative workforce.

- ➢Strategy: A strategy needs to be put in place to promote the beauty industry as a career opportunity for Aboriginal students. Industry should work with Aboriginal organizations, including training providers, to develop strategies to promote and enhance career opportunities in the industry

## 13.4 COMMUNICATION STRATEGY

**Recommendation:** The sector partnership will develop a communication strategy to present the results of the sector partnership study.

- ➢Strategy: Copies of the executive summary will be sent to the beauty industry businesses identified during the sector partnership study.
- ➢Strategy: A news release will be developed to increase awareness of issues in the industry.
- ➢Strategy: Copies of the executive summary will be provided at conventions, conferences, and meetings throughout the year.

## 13.5 SECTOR PARTNERSHIP

**Recommendation:** Industry will continue to work together to address training and human resource issues.

- Strategy: The sector partnership will continue to promote the need for an industry association.
- Strategy: The sector partnership will follow up on and, take the lead, in dealing with the training issues identified in the study.

## 14.0 NEXT STEPS

The following next steps are planned for the Beauty Industry Sector Partnership:

- The sector partnership will communicate the results of the sector partnership study. Copies of the executive summary will be distributed to businesses identified during the course of the study. Copies of the executive summary will be distributed at conventions and meetings throughout the year;
- The sector partnership will develop a strategy, and begin discussions, to form an association that represents the industry;
- The sector partnership will initiate discussions with the Apprenticeship and Trade Certification Commission to explore the feasibility of having the occupations of esthetician, electrologist, nail technician, make-up artist designated a trade or sub-trade. This will also include investigation and research into the applicability of trades that currently exist under the Apprenticeship and Trade Certification Act;
- The sector partnership will initiate a process to review training issues in the industry;
- The sector partnership will work with Saskatchewan Education to develop a process to promote beauty occupations as a career opportunity within the school system;
- The sector partnership will work to develop and foster partnerships with Aboriginal organizations, including training providers, to promote career opportunities in the industry;
- The sector partnership will continue to work together to sustain the Beauty Industry Sector Partnership.

# APPENDIX A: LITERATURE REVIEW

# 1.0 Introduction

The beauty industry is one that touches us all throughout our lives. For most of us, a trip to the Hairstylist or Barber is a regular part of our monthly routine. There are approximately 1200 beauty related businesses in the province of Saskatchewan now. They are split between rural and urban, large and small, specialized and multi-serviced. The Beauty Industry is an important service industry that supports and benefits the Saskatchewan economy in every type of community.

The beauty industry has significantly expanded, in recent years, beyond that of cosmetology, barbering, and hair styling to meet the needs of today's appearance conscience consumer. Businesses have now diversified into services such as tanning, nail, and skin care. With this expansion has come a need to examine all aspects of this industry and address the issues facing the shop owners, employees, and training providers.

There is not an abundance of written information available on the industry in Saskatchewan or Canada for that matter. This literature will include an overview of the work that has been completed to date by the now non-functioning Saskatchewan Association as well an industry overview. The majority of the industry information will come from the human resource and training needs assessment that will be completed as a part of this project.

## 2.0 Background

In the winter of 1985, a report was commissioned by The Honorable Colin Maxwell, then Minister of Advanced Education and Manpower. The purpose of the report was to examine a number of issues raised by the barber stylists and cosmetologist trade advisory boards. Both boards had become concerned about the standards within their trades, as well as with training and consumer protection.

The advisory boards made a number of recommendations to the government for consideration. They include:

1. That their trade change its designation from that of a voluntary apprenticeship trade to a compulsory apprenticeship trade;

2. That there be a requirement to have at least one certified journeyman in each shop/salon; and,

3. That apprentices be allowed to complete the on-the-job training component under the supervision of either a barber stylist or cosmetologist journeyman.

The Barber Stylist Trade Advisory Board made two additional recommendations at the time relating to certificates and permits which would encourage tradespeople to acquire qualifications through journeyperson status. The cosmetologist trade advisory board recommended that grade twelve or equivalent be accepted as the minimal education qualification for a learners certificate. Secondly, that compulsory apprenticeship training maintain the equivalent of 4,000 hour of training by lengthening the apprenticeship period by three months.

A discussion paper was compiled outlining the above mentioned issues. The paper was distributed to people connected with the industry and two public hearings were held to obtain input.

The following are the recommendations that resulted from the review process.

1. That neither the barber stylist trade nor the cosmetologist trade be designated as a compulsory trade at this time.

2. That compulsory journeyperson examination be implemented for both the barber stylist and cosmetologist trades.

3. That any new establishment or one that changes ownership be required to have a journeyperson barber, stylist or cosmetologist.

4. That grade 11 or equivalent be the minimal educational requirement for eligibility for entrance into a 1400 hour pre-employment program.

5. That for these two trades, there be a ratio of one journeyperson to a maximum of three apprentices (1:3).

6. That there be a school administered written and practical examination for each trade held at the end of the 1400 hour training period.

7. That the private vocational schools and the technical institutes be required to follow a standard curriculum.

8. That the journeyperson examination and pre-employment technical component for the two trades be made more compatible, so that graduates of the 1400 hour cosmetology program could work for and write the barber stylist journeyperson examination or vice-versa.

9. That the department move towards establishing a combined trade advisory board which would deal with all training, curriculum and other related questions for both trades. This would enable people to move from one trade to another.

10. That government pursue the establishment of a single trade regulation for the two trades.

11. That the need for the designation of estheticians as a trade be investigated.

12. That if trade designation is not appropriate, the government considers licensing of estheticians, to ensure consumer protection.

13. That certificate holders be required to post their certificates showing successful completion of training requirements (e.g. journeyperson certificates) in the place of business so that consumers can assure themselves that the tradesman is qualifies.

14. That a system of upgrading courses be designed and implemented in conjunction with the trade advisory board.

15. That adequate staff be made available to the Apprenticeship and Trade Certification Branch for the implementation and administration of these recommendations.

# 3.0 Industry Overview

The following industry information was obtained from the Saskatchewan HRDC Labour Market Information website as well as the national HRDC Labour Market Information website. The statistics used are all from the 1996 census unless otherwise indicated.

The beauty industry in Saskatchewan includes occupations or services in the areas of:

- *Cosmetologists*
- *Barber/stylists*
- *Electrolysis technicians*
- *Estheticians*
- *Nail technicians*
- *Make-up artists*

## 3.1 Hairstylists and Barbers

Hairstylists and barbers cut and style hair and perform related services. They are employed in hairstyling or hairdressing salons, barber shops, vocational schools, hair replacement clinics and studios, health care establishments and theatre, film and television establishments.

### 3.1.1 Job Descriptions

Hairstylists suggest hairstyles that either are compatible with their client's physical features or they determine a style based on the client's instructions and preferences. Their technical duties include shampooing and rinsing hair; applying bleach, tint, dye or rinses to color, frost or streak hair; and cutting, trimming, tapering, curling, waving, perming and styling hair. Hairstylists also analyze their clients' hair and scalp condition and provide basic treatment or advice on beauty care treatments for scalp and hair. Other duties include training or supervising other hairstylists, hairdressers, and assistants.

Barbers cut and trim hair according to a client's instructions or preferences and shave and trim beards and moustaches. They also shampoo hair and provide other hair treatment, such as waving, straightening and tinting. Some barbers also provide scalp-conditioning massages.

### 3.1.2 Prerequisites

People in this group must complete at least some high school. Most recent entrants have a trade/vocational diploma. Hairstylists usually require a two-to-three-year apprenticeship, or college or other hairstyling program combined with on-the-job training. Certification and licenses vary across the country. Barbers usually need a two-year apprenticeship or other barber training program. On-the-job training may replace formal education.

### 3.1.3 Training Paths

SIAST offers the Barber/Stylist and Cosmetology pre-employment certificate program. Other cosmetology, hairstyling and related programs in this field are offered through SIAST, regional colleges and private vocational schools. The Barber Stylist Apprenticeship program is also available through SIAST. Applicants to this program must be currently working in the trade and have completed a 1400-1500 hour barber-stylist or cosmetology course at an approved school. They must also have completed grade 11 or equivalent approved by the Director of apprenticeship and Trade Certification.

### 3.1.4 National Occupation Overview

- ☐ Approximately 105,600 people are employed as hairstylists and barbers in Canada today (1996). There was a 20.7% increase in these occupations from 1986. Over the same period, employment in all occupations grew by 13.1%
- ☐ Approximately 44,000 (40%), workers in these occupations work part-time, well above the average of 19% for all occupations.
- ☐ Approximately 51,700 of workers in these occupations are self-employed, well above the average of 16% for all occupations.
- ☐ Approximately 97,900 (89%) people working in these occupations are women, well above the average of 45% in all occupations.
- ☐ The unemployment rate in these occupations averaged 4.4% from 1994 to 1996, compared to an average of 6.7% for all occupations. These rates are among the lowest for technical, paraprofessional and skilled occupations and for occupations in sales and service.
- ☐ Average earnings of year-round, full-time workers in these occupations in 1995 were $19,100, well below the average of $35,700 for all occupations. These earnings are among the lowest for technical, paraprofessional and skilled occupations and for occupations in sales and service.
- ☐ The separation rate in these occupations is high, indicating that these jobs tend to be of short duration.
- ☐ Employment in these occupations is not very sensitive to overall economic conditions and not seasonal.

### 3.1.5 Saskatchewan Trends and Outlooks

The number of hairstylists and barbers in Saskatchewan increased by almost 12% between 1990 and 1995. This upward trend is expected to continue although at a much slower rate. A below average rate of job openings is expected for hairstylists and barbers until 2002. It should be remembered, however, that employment numbers for these occupations are quite high. Consequently, the employment growth expected for hairstylists and barbers, while small in relation to the overall work force, may result in more than 350 new and replacement jobs in the Personal Services industry in the next few years.

Hairstylists and barbers are generally not well paid in Saskatchewan. In 1995, the average full-time income for these occupations was $17,633 per year, well below the provincial full-time average for all occupations ($31,402 per year). On average, hairstylists and barbers in Regina and Saskatoon earn considerably more than their counterparts elsewhere in the province. Annual incomes for hairstylists and barbers in Saskatchewan ranged from $2,500 to $45,100 in 1995.

Hairstylists and barbers in Saskatchewan are predominantly female; only 11% were male in 1996. Employment is evenly distributed throughout the province. Roughly, 45% of all hairstylists and barbers were employed in or around Regina and Saskatoon in 1996.

Roughly, half of all hairstylists and barbers in Saskatchewan work full-time. While not unheard of, self-employment is rare in these fields. This seems to be changing gradually, however, as more hairstylists and barbers open their own shops or salons.

## 3.2 Estheticians, Electrologists, Manicurists and Pedicurists

Estheticians, Electrologists, Manicurists, and Pedicurists are among the many consultants, technicians and personal assistants who work in the personal service industry. Individuals who work in this industry perform an array of duties intended to enhance their clients' physical appearance or to indulge their clients' aesthetic sensibilities.

### 3.2.1 Job Descriptions

Image, social and other personal consultants advise clients on a variety of personal health and appearance issues. They are employed by beauty salons, fashion boutiques, modeling schools, image consulting companies or may be self-employed. Their job titles and duties are as follows:

- ☐ Image consultants advise clients on hair colour, hairstyle, make-up, and clothing and accessories, and may advise on posture and general appearance and manner.
- ☐ Make-up consultants advise clients on type, colour, and application of make-up.
- ☐ Estheticians and electrologists are among the many technicians who provide facial and body treatments designed to enhance an individual's physical appearance. They are employed in beauty salons, electrolysis studios, scalp treatment clinics and other similar establishments, or they may be self-employed. Their job titles and duties are as follows:
- ☐ Estheticians give facial and other skin treatments using specialized products and techniques.
- ☐ Cosmeticians apply make-up to clients and advise on its use.
- ☐ Electrologists permanently remove unwanted hair from clients' faces or bodies using specialized electrical equipment.
- ☐ Manicurists and pedicurists clean, shape and polish fingernails and toenails and provide related treatments.
- ☐ Scalp treatment specialists apply medicated lotions to treat scalp conditions and hair loss.

### 3.2.2 Prerequisites

People in this group usually must have a high school diploma. Many recent entrants have a trade/vocational or community college diploma or another post secondary degree or diploma. They usually need specialized or on-the-job training. Beauty treatment operators and manicurists in Manitoba require provincial licenses. Skin care specialists and manicurists in Nova Scotia require provincial licenses.

### 3.2.3 Training Paths

Cosmetology is a designated trade in Saskatchewan. Individuals wishing to become certified in this trade must complete a two-year training apprenticeship training program. This program includes 1400-1500 hours of technical training and in-class training, delivered at Woodland Institute in Prince Albert. Applicants to the Cosmetology apprenticeship program must be currently working in the trade and have completed grade 11 or equivalent approved by the Director of Apprenticeship and Trade Certification. Cosmeticians, estheticians, electrologists, or workers in other related occupations in this group may take the Pre-Employment Cosmetologist certificate program, also offered through Woodland Institute or through approved private schools and regional colleges throughout the province.

### 3.2.4 National Occupational Overview

- ☐ 21,000 persons were employed in these occupations in 1996, an increase of 18.1% from 1986. Over the same period, employment in all occupations grew by 13.1%.
- ☐ Approximately 11,970 or 57% of these workers are estheticians and electrologists;
- ☐ Approximately 7140 or 34% of workers in these occupations works part-time, well above the average of 19% for all occupations.
- ☐ Approximately 7140 or 34% of workers in these occupations are self-employed, well above the average of 16% for all occupations.
- ☐ Approximately 15,120 or 72% of persons working in these occupations are women, well above the average of 45% in all occupations.
- ☐ The unemployment rate in these occupations averaged 7.8% from 1994 to 1996, compared to an average of 6.7% for all occupations.
- ☐ Average earnings of year-round, full-time workers in these occupations in 1995 were $24,800, well below the average of $35,700 for all occupations. These earnings are among the lowest occupations at this skill level and for occupations in sales and service.
- ☐ The separation rate in these occupations is high, indicating that these jobs tend to be of short duration.
- ☐ Employment in these occupations is not very sensitive to overall economic conditions and not seasonal.

### 3.2.5 Saskatchewan Trends and Outlooks

Employment numbers for this occupational group increased only slightly between 1990 and 1995. This slow and steady growth should continue into the new millennium. In fact, an average to above average rate of job openings is expected in Saskatchewan of this group until 2002. Incredibly, nearly 60% of the jobs expected during this period will be new. Workers in this occupational group are not usually well paid.

In 1995, the average full-time income for occupations in personal service was $13,912 per year, well below both the 1995 national full-time average income for this occupational group ($29,800 per year), and the provincial full-time average for all occupations the same year ($31,402 per year). Estheticians and electrologists, on average the highest paid workers in this occupational group, earned as much as $25,100 and as little as $6,000 in 1995. Annual incomes for image, social and other personal consultants, on average the lowest paid workers in this group, ranged from $10,000 to $19,600 that same year. Incomes in this occupational group are consistent throughout the province.

In 1996, 88% of all Saskatchewan workers in this group were women. Employment in these fields is concentrated in Saskatchewan's two largest cities; over 70% of all workers in personal service in the province worked in Regina or Saskatoon in 1996. Only 35% of employment in these fields was full time in 1995. Self-employment is quite common in these fields, particularly among estheticians, and electrologists. Employment in these fields is neither seasonal nor very sensitive to overall economic conditions.

# APPENDIX B: TRAINING DATABASE

# Alberta

## *Apprenticeship Exam Prep*

**Bow Valley College**

332 - 6 Avenue SE, Calgary, AB T2G 4S6, 403-297-4040, F 403-297-4887, Email: info@bowvalleyc.ab.ca, Web: www.bowvalleyc.ab.ca

| | |
|---|---|
| *Sector:* | Stylist |
| *Program Type:* | Technical |
| *Overview:* | Get ready to ace the government practical apprenticeship exam for hairstyling. This one-day workshop will cover all the practical skills you need to complete the exam with confidence. Call 297-4178 for more information or to register. |
| *Length:* | 6 hour |
| *Method of Delivery:* | Workshop/Seminar |
| *Achievement:* | None listed |

*Partners:*

## *Colours & Foils - Advanced*

**Bow Valley College**

332 - 6 Avenue SE, Calgary, AB T2G 4S6, 403-297-4040, F 403-297-4887, Email: info@bowvalleyc.ab.ca, Web: www.bowvalleyc.ab.ca

| | |
|---|---|
| *Sector:* | Stylist |
| *Program Type:* | Technical |
| *Overview:* | Learn how to perk it up or fix it up in this one-day workshop. You'll get in-depth instruction in colour correction and foiling - and the confidence to give your clients a whole new outlook on colour. Call 297-4178 for more info or to register. |
| *Length:* | 6 hour |
| *Method of Delivery:* | Workshop/Seminar |
| *Achievement:* | None listed |

*Partners:*

## *Do it Up (Long hair up-dos)*

**Bow Valley College**

332 - 6 Avenue SE, Calgary, AB T2G 4S6, 403-297-4040, F 403-297-4887, Email: info@bowvalleyc.ab.ca, Web: www.bowvalleyc.ab.ca

| | |
|---|---|
| *Sector:* | Stylist |
| *Program Type:* | Technical |
| *Overview:* | Increase your earning power with the hottest long hair styling techniques. This one-day seminar is packed with easy to apply techniques to increase your confidence and your paycheque. Call 297-4178 for more information or to register. |
| *Length:* | 6 hour |
| *Method of Delivery:* | Workshop/Seminar |
| *Achievement:* | None listed |

*Partners:*

## *Haircutting - Advanced*

**Bow Valley College**

332 - 6 Avenue SE, Calgary, AB T2G 4S6, 403-297-4040, F 403-297-4887, Email: info@bowvalleyc.ab.ca, Web: www.bowvalleyc.ab.ca

| | |
|---|---|
| *Sector:* | Stylist |
| *Program Type:* | Technical |
| *Overview:* | Wow your clients with the latest in updated haircutting techniques. Call 297-4178 for more information or to register. |
| *Length:* | 6 hour |
| *Method of Delivery:* | Workshop/Seminar |
| *Achievement:* | None listed |

*Partners:*

## *Hairstyling Certificate*

**Bow Valley College**

332 - 6 Avenue SE, Calgary, AB T2G 4S6, 403-297-4040, F 403-297-4887, Email: info@bowvalleyc.ab.ca, Web: www.bowvalleyc.ab.ca

| | |
|---|---|
| *Sector:* | Stylist |
| *Program Type:* | Technical |
| *Overview:* | Teaches you the latest hair cutting and shaping techniques, offer you valuable salon experience in a real salon, and help you develop essential communication and business skills. |
| *Length:* | 9 month |
| *Method of Delivery:* | Classroom / Workplace |
| *Achievement:* | Certificate<br>Once you've completed our program, you'll be ready to write second-year Apprenticeship exam and begin your apprenticeship in |
| *Partners:* | |

## *Perming - Advanced*

**Bow Valley College**

332 - 6 Avenue SE, Calgary, AB T2G 4S6, 403-297-4040, F 403-297-4887, Email: info@bowvalleyc.ab.ca, Web: www.bowvalleyc.ab.ca

| | |
|---|---|
| *Sector:* | Stylist |
| *Program Type:* | Technical |
| *Overview:* | Twist your mind with new techniques and styles in curls, waves and kinks. Call 297-4178 for more information or to register. |
| *Length:* | 6 hour |
| *Method of Delivery:* | Workshop/Seminar |
| *Achievement:* | None listed |
| *Partners:* | |

## *Salon Owner's Business Workshop*

**Bow Valley College**

332 - 6 Avenue SE, Calgary, AB T2G 4S6, 403-297-4040, F 403-297-4887, Email: info@bowvalleyc.ab.ca, Web: www.bowvalleyc.ab.ca

| | |
|---|---|
| *Sector:* | Stylist |
| *Program Type:* | Technical |
| *Overview:* | Salon Owner's Business Workshop<br>Get the full range of knowledge and skills you need to succeed in this fast-paced industry. Learn how you can increase your paycheque, set goals and get great tips on customer service. Call 297-4178 for more info. |
| *Length:* | 6 hour |
| *Method of Delivery:* | Workshop/Seminar |
| *Achievement:* | None listed |
| *Partners:* | |

## *Stylist Business Workshop*

**Bow Valley College**

332 - 6 Avenue SE, Calgary, AB T2G 4S6, 403-297-4040, F 403-297-4887, Email: info@bowvalleyc.ab.ca, Web: www.bowvalleyc.ab.ca

| | |
|---|---|
| *Sector:* | Stylist |
| *Program Type:* | Technical |
| *Overview:* | Wow your clients with the latest in updated haircutting techniques. Call 297-4178 for more information or to register. |
| *Length:* | 6 hour |
| *Method of Delivery:* | Workshop/Seminar |
| *Achievement:* | None listed |
| *Partners:* | |

# British Columbia

## *Esthetics*

**Blanche MacDonald Centre for Applied Design**

100 - 555 West 12th, Vancouver, BC V5Z 3X7, 604-685-0347, F 604-669-1415

*Sector:* Esthetics
*Program Type:* Technical
*Overview:* Manicure, Pedicure, Artificial Nails; Make-up Fundamentals, Skin Care and Body Care. BC License.

*Length:* 8 month
*Method of Delivery:* Classroom-Based
*Achievement:* Diploma

*Partners:*

## *Make-up Artistry*

**Blanche MacDonald Centre for Applied Design**

100 - 555 West 12th, Vancouver, BC V5Z 3X7, 604-685-0347, F 604-669-1415

*Sector:* Cosmetic
*Program Type:* Technical
*Overview:* Make-up Fundamentals, Hair Styling, Cosmetic Retailing, Make-up for Fashion & Photography, Make-up for TV & Film, Special Make-up F/X.

*Length:* 7 month
*Method of Delivery:* Classroom-Based
*Achievement:* Diploma

*Partners:*

## *Barber/Stylist*

**Malaspina University-College**

900 Fifth Street, Nanaimo, BC V9R 5S5, 250-753-3245

| | |
|---|---|
| *Sector:* | Barber/Stylist |
| *Program Type:* | Technical |
| *Overview:* | Traditional barbering skills, as well as short and long haircutting, shaving and face<br>massage, perming, coloring and toupee styling. Theory and assignments encompass hygiene, |
| *Length:* | 9 month |
| *Method of Delivery:* | Classroom / Workplace |
| *Achievement:* | Certificate |

*Partners:*

## *Hairdressing*

**Malaspina University-College**

900 Fifth Street, Nanaimo, BC V9R 5S5, 250-753-3245

| | |
|---|---|
| *Sector:* | Stylist |
| *Program Type:* | Technical |
| *Overview:* | Comprehensive curriculum of superior quality, incorporating the use of interactive laser disc technology. Exclusive techniques of scientific hair designing. Students will complete two practicums and take part in hairdressing competitions. |
| *Length:* | 1 year |
| *Method of Delivery:* | Classroom / Workplace |
| *Achievement:* | Certificate |

*Partners:*

## *Hairdressing*

### Malaspona University-College

900 Fifth Street, Nanaimo, BC V9R 5S5, 250-753-3245, F 250-755-8725

| | |
|---|---|
| *Sector:* | Stylist |
| *Program Type:* | Technical |
| *Overview:* | Malaspina University-College is a comprehensive community college which offers academic, technical, career, vocational, developmental and four-year undergraduate degree programs. |
| *Length:* | Not listed |
| *Method of Delivery:* | Classroom-Based |
| *Achievement:* | None listed |

*Partners:*

## *Cosmetology*

### Paul Da Costa Institute

1402 Douglas Street, Victoria, BC V8W 2G1, 250-386-7993, F 250-386-7945, E-mail: pauld@direct.ca

| | |
|---|---|
| *Sector:* | Cosmetician |
| *Program Type:* | Technical |
| *Overview:* | extensive hands-on learning to provide you a complete understanding of beauty and wellness. Upon completion, you'll be prepared for a career as a hair stylist or technician. |
| *Length:* | 1500 hour |
| *Method of Delivery:* | Classroom-Based |
| *Achievement:* | Diploma |

*Partners:*

## *Esthiology*

**Paul Da Costa Institute**

1402 Douglas Street, Victoria, BC V8W 2G1, 250-386-7993, F 250-386-7945, E-mail: pauld@direct.ca

*Sector:* Esthetics

*Program Type:* Technical

*Overview:* Skin care training with an emphasis on using pure flower and plant essences in treatments. Upon completion, you'll be prepared for a career as an esthetician.

*Length:* 800 hour

*Method of Delivery:* Classroom-Based

*Achievement:* Diploma

*Partners:*

## *Hairdressing*

**Richmond School of Hairdressing**

Richmond Campus, 8057 Anderson Road, Richmond, BC V6Y 1S2, 604-276-8202, F 604-279-0225,
E-mail: info@hairdressing.bc.ca, Website: www.hairdressing.bc.ca

*Sector:* Stylist

*Program Type:* Technical

*Overview:* Brush-up Program for someone with a license or training from another Province in Canada or from another Country. Based on a prior learning assessment performed by the instructional staff during the first month.

*Length:* Varies

*Method of Delivery:* Classroom / Workplace

*Achievement:* None listed

*Partners:*

## *Hairdressing*

### Richmond School of Hairdressing

Richmond Campus, 8057 Anderson Road, Richmond, BC V6Y 1S2, 604-276-8202, F 604-279-0225,
E-mail: info@hairdressing.bc.ca, Website: www.hairdressing.bc.ca

| | |
|---|---|
| *Sector:* | Stylist |
| *Program Type:* | Technical |
| *Overview:* | Provincially Registered Private school. Curriculum is delivered through hands on practical training in School Salon. Pivot Point training. Recognized by the Provincial Licensing body, the Hairdresser's Association of BC. |
| *Length:* | 10 month |
| *Method of Delivery:* | Classroom / Workplace |
| *Achievement:* | Certificate |
| *Partners:* | |

## *Hairdressing*

### Selkirk College

2001 Silver King, Road, Nelson, BC V1N 1C8, 250-352-6601, F 250-352-3180

| | |
|---|---|
| *Sector:* | Stylist |
| *Program Type:* | Technical |
| *Overview:* | Instruction in the Hairdressing program is theoretical as well as practical. Develop skills in hairstyling techniques and to impart knowledge of related areas in order to perform the work of an operator. |
| *Length:* | 1 year |
| *Method of Delivery:* | Classroom / Workplace |
| *Achievement:* | Certificate |
| *Partners:* | |

## Barber/Stylist

### Vancouver Community College

City Centre Campus, 250 West Pender Street, Vancouver, BC CC-604-443-8443, KEC-604-871-7550,
Web: www.vcc.bc.ca/catalogue

| | |
|---|---|
| *Sector:* | Barber/Stylist |
| *Program Type:* | Technical |
| *Overview:* | Specifically designed for the student to complete their chosen course of study. Completion of this program permits the student to sit for the B.C. Barbering Exam and if successful, receive licensing. |
| *Length:* | 9 month |
| *Method of Delivery:* | Classroom-Based |
| *Achievement:* | Certificate<br>Level 2 |
| *Partners:* | |

## Barber/Stylist

### Vancouver Community College

City Centre Campus, 250 West Pender Street, Vancouver, BC CC-604-443-8443, KEC-604-871-7550,
Web: www.vcc.bc.ca/catalogue

| | |
|---|---|
| *Sector:* | Barber/Stylist |
| *Program Type:* | Technical |
| *Overview:* | Specifically designed for the student to complete their chosen course of study. Completion of this program permits the student to sit for the B.C. Barbering Exam and if successful, receive licensing. |
| *Length:* | 9 month |
| *Method of Delivery:* | Classroom-Based |
| *Achievement:* | Certificate<br>Level 3 |
| *Partners:* | |

## *Barber/Stylist*

### Vancouver Community College

City Centre Campus, 250 West Pender Street, Vancouver, BC CC-604-443-8443, KEC-604-871-7550,
Web: www.vcc.bc.ca/catalogue

*Sector:* Barber/Stylist

*Program Type:* Technical

*Overview:* Specifically designed for the student to complete their chosen course of study. Completion of this program permits the student to sit for the B.C. Barbering Exam and if successful, receive licensing.

*Length:* 9 month

*Method of Delivery:* Classroom-Based

*Achievement:* Certificate
Level 4

*Partners:*

## *Barber/Stylist*

### Vancouver Community College

City Centre Campus, 250 West Pender Street, Vancouver, BC CC-604-443-8443, KEC-604-871-7550,
Web: www.vcc.bc.ca/catalogue

*Sector:* Barber/Stylist

*Program Type:* Technical

*Overview:* Designed to cover all aspects of the industry on a progressive level. Theoretical knowledge and practical training is covered in such areas as hair cutting and styling, shaving, client relations, salon management, bookkeeping, reception and desk functions

*Length:* 9 month

*Method of Delivery:* Classroom-Based

*Achievement:* Certificate
Level 1

*Partners:*

## *Esthetics (Skin Care)*

**Vancouver Community College**

City Centre Campus, 250 West Pender Street, Vancouver, BC CC-604-443-8443, KEC-604-871-7550,
Web: www.vcc.bc.ca/catalogue

| | |
|---|---|
| *Sector:* | Esthetics |
| *Program Type:* | Technical |
| *Overview:* | Those completing the course will be prepared to take the examination of the B.C. Hairdresser's Association special Beauty Culture License. |
| *Length:* | 7 month |
| *Method of Delivery:* | Classroom-Based |
| *Achievement:* | Certificate<br>Level 1 |
| *Partners:* | |

## *Esthetics (Skin Care)*

**Vancouver Community College**

City Centre Campus, 250 West Pender Street, Vancouver, BC CC-604-443-8443, KEC-604-871-7550,
Web: www.vcc.bc.ca/catalogue

| | |
|---|---|
| *Sector:* | Esthetics |
| *Program Type:* | Technical |
| *Overview:* | Those completing the course will be prepared to take the examination of the B.C. Hairdresser's Association special Beauty Culture License. |
| *Length:* | 7 month |
| *Method of Delivery:* | Classroom-Based |
| *Achievement:* | Certificate<br>Level 2 |
| *Partners:* | |

## *Hair Styling - Women's and Men's*

**Vancouver Community College**

City Centre Campus, 250 West Pender Street, Vancouver, BC CC-604-443-8443, KEC-604-871-7550,
Web: www.vcc.bc.ca/catalogue

*Sector:* Stylist

*Program Type:* Technical

*Overview:* Client relations, men's and ladies haircutting, permanent waving, shaving, hair colouring, hair and scalp treatments, facials and manicures and disorders of the scalp and skin. Salon management, bookkeeping, reception, desk functions, business services.

*Length:* 10 month

*Method of Delivery:* Classroom / Workplace

*Achievement:* Certificate
Level 3

*Partners:*

## *Hair Styling - Women's and Men's*

**Vancouver Community College**

City Centre Campus, 250 West Pender Street, Vancouver, BC CC-604-443-8443, KEC-604-871-7550,
Web: www.vcc.bc.ca/catalogue

*Sector:* Stylist

*Program Type:* Technical

*Overview:* Client relations, men's and ladies haircutting, permanent waving, shaving, hair colouring, hair and scalp treatments, facials and manicures and disorders of the scalp and skin. Salon management, bookkeeping, reception, desk functions, business services.

*Length:* 10 month

*Method of Delivery:* Classroom / Workplace

*Achievement:* Certificate
Level 4 - Barbering Option

*Partners:*

## *Hair Styling - Women's and Men's*

**Vancouver Community College**

City Centre Campus, 250 West Pender Street, Vancouver, BC CC-604-443-8443, KEC-604-871-7550,
Web: www.vcc.bc.ca/catalogue

*Sector:* Stylist

*Program Type:* Technical

*Overview:* Client relations, men's and ladies haircutting, permanent waving, shaving, hair colouring, hair and scalp treatments, facials and manicures and disorders of the scalp and skin. Salon management, bookkeeping, reception, desk functions, business services.

*Length:* 10 month

*Method of Delivery:* Classroom / Workplace

*Achievement:* Certificate
Level 4 - Cosmetology Option

*Partners:*

## *Hair Styling - Women's and Men's*

**Vancouver Community College**

City Centre Campus, 250 West Pender Street, Vancouver, BC CC-604-443-8443, KEC-604-871-7550,
Web: www.vcc.bc.ca/catalogue

*Sector:* Stylist

*Program Type:* Technical

*Overview:* Client relations, men's and ladies haircutting, permanent waving, shaving, hair colouring, hair and scalp treatments, facials and manicures and disorders of the scalp and skin. Salon management, bookkeeping, reception, desk functions, business services.

*Length:* 10 month

*Method of Delivery:* Classroom / Workplace

*Achievement:* Certificate
Level 1

*Partners:*

## *Hair Styling - Women's and Men's*

**Vancouver Community College**

City Centre Campus, 250 West Pender Street, Vancouver, BC CC-604-443-8443, KEC-604-871-7550, Web: www.vcc.bc.ca/catalogue

*Sector:* Stylist

*Program Type:* Technical

*Overview:* Client relations, men's and ladies haircutting, permanent waving, shaving, hair colouring, hair and scalp treatments, facials and manicures and disorders of the scalp and skin. Salon management, bookkeeping, reception, desk functions, business services.

*Length:* 10 month

*Method of Delivery:* Classroom / Workplace

*Achievement:* Certificate
Level 2

*Partners:*

## *Hair Styling - Women's and Men's(ESL)*

**Vancouver Community College**

City Centre Campus, 250 West Pender Street, Vancouver, BC CC-604-443-8443, KEC-604-871-7550, Web: www.vcc.bc.ca/catalogue

*Sector:* Stylist

*Program Type:* Technical

*Overview:* Designed for students who need language assistance. Covers core aspects of the industry on a progressive scale. Theoretical knowledge and practical training are covered.

*Length:* 14 month

*Method of Delivery:* Classroom / Workplace

*Achievement:* Certificate
Level 4 - Cosmetology Option

*Partners:*

## *Hair Styling - Women's and Men's(ESL)*

**Vancouver Community College**

City Centre Campus, 250 West Pender Street, Vancouver, BC CC-604-443-8443, KEC-604-871-7550,
Web: www.vcc.bc.ca/catalogue

| | |
|---|---|
| *Sector:* | Stylist |
| *Program Type:* | Technical |
| *Overview:* | Designed for students who need language assistance. Covers core aspects of the industry on a progressive scale. Theoretical knowledge and practical training are covered. |
| *Length:* | 14 month |
| *Method of Delivery:* | Classroom / Workplace |
| *Achievement:* | Certificate<br>Level 4 - Barbering Option |
| *Partners:* | |

## *Hair Styling - Women's and Men's(ESL)*

**Vancouver Community College**

City Centre Campus, 250 West Pender Street, Vancouver, BC CC-604-443-8443, KEC-604-871-7550,
Web: www.vcc.bc.ca/catalogue

| | |
|---|---|
| *Sector:* | Stylist |
| *Program Type:* | Technical |
| *Overview:* | Designed for students who need language assistance. Covers core aspects of the industry on a progressive scale. Theoretical knowledge and practical training are covered. |
| *Length:* | 14 month |
| *Method of Delivery:* | Classroom / Workplace |
| *Achievement:* | Certificate<br>Level 3 |
| *Partners:* | |

## *Hair Styling - Women's and Men's(ESL)*

**Vancouver Community College**

City Centre Campus, 250 West Pender Street, Vancouver, BC CC-604-443-8443, KEC-604-871-7550,
Web: www.vcc.bc.ca/catalogue

*Sector:* Stylist

*Program Type:* Technical

*Overview:* Designed for students who need language assistance. Covers core aspects of the industry on a progressive scale. Theoretical knowledge and practical training are covered.

*Length:* 14 month

*Method of Delivery:* Classroom / Workplace

*Achievement:* Certificate
Level 1

*Partners:*

## *Hair Styling - Women's and Men's(ESL)*

**Vancouver Community College**

City Centre Campus, 250 West Pender Street, Vancouver, BC CC-604-443-8443, KEC-604-871-7550,
Web: www.vcc.bc.ca/catalogue

*Sector:* Stylist

*Program Type:* Technical

*Overview:* Designed for students who need language assistance. Covers core aspects of the industry on a progressive scale. Theoretical knowledge and practical training are covered.

*Length:* 14 month

*Method of Delivery:* Classroom / Workplace

*Achievement:* Certificate
Level 2

*Partners:*

# Manitoba

## *Electrolysis*

**European School of Esthetics**

200 - 241 Vaughan Street, Winnipeg, MB R3C 1T6, 204-943-3440, E-mail: idonails@pangea.ca

| | |
|---|---|
| *Sector:* | Esthetics |
| *Program Type:* | Technical |
| *Overview:* | Individual attention available to students to help them reach their full potential. The practical experience will be gained in the teaching salon, furnished with the latest in equipment and techniques. |
| *Length:* | 560 hour |
| *Method of Delivery:* | Classroom / Workplace |
| *Achievement:* | None listed |
| *Partners:* | |

## *Esthetics*

**European School of Esthetics**

200 - 241 Vaughan Street, Winnipeg, MB R3C 1T6, 204-943-3440, E-mail: idonails@pangea.ca

| | |
|---|---|
| *Sector:* | Esthetics |
| *Program Type:* | Technical |
| *Overview:* | Individual attention available to students to help them reach their full potential. The practical experience will be gained in the teaching salon, furnished with the latest in equipment and techniques. |
| *Length:* | 1260 hour |
| *Method of Delivery:* | Classroom / Workplace |
| *Achievement:* | None listed |
| *Partners:* | |

## *Neil Technician*

**European School of Esthetics**

200 - 241 Vaughan Street, Winnipeg, MB R3C 1T6, 204-943-3440, E-mail: idonails@pangea.ca

| | |
|---|---|
| *Sector:* | Esthetics |
| *Program Type:* | Technical |
| *Overview:* | Individual attention available to students to help them reach their full potential. The practical experience will be gained in the teaching salon, furnished with the latest in equipment and techniques. |
| *Length:* | 420 hour |
| *Method of Delivery:* | Classroom / Workplace |
| *Achievement:* | None listed |

*Partners:*

## *Skin Care Technician*

**European School of Esthetics**

200 - 241 Vaughan Street, Winnipeg, MB R3C 1T6, 204-943-3440, E-mail: idonails@pangea.ca

| | |
|---|---|
| *Sector:* | Esthetics |
| *Program Type:* | Technical |
| *Overview:* | Individual attention available to students to help them reach their full potential. The practical experience will be gained in the teaching salon, furnished with the latest in equipment and techniques. |
| *Length:* | 840 hour |
| *Method of Delivery:* | Classroom / Workplace |
| *Achievement:* | None listed |

*Partners:*

## *Esthetics*

### Hairstory Beauty College

650 Portage Avenue, Winnipeg, MB R3C 0G6, 204-786-5081, F 204-786-5081

| | |
|---|---|
| *Sector:* | Esthetics |
| *Program Type:* | Technical |
| *Overview:* | Educational objective is to provide a complete comprehensive educational program in both theory and practical areas of esthetics.. |
| *Length:* | 800 hour |
| *Method of Delivery:* | Classroom-Based |
| *Achievement:* | None listed |
| *Partners:* | |

## *Hairstylist*

### Hairstory Beauty College

650 Portage Avenue, Winnipeg, MB R3C 0G6, 204-786-5081, F 204-786-5081

| | |
|---|---|
| *Sector:* | Stylist |
| *Program Type:* | Technical |
| *Overview:* | Educational objective is to provide a complete comprehensive educational program in both theory and practical areas of the hairstyling. |
| *Length:* | 36 week |
| *Method of Delivery:* | Classroom-Based |
| *Achievement:* | None listed |
| *Partners:* | |

## *Nail Technician*

### Hairstory Beauty College

650 Portage Avenue, Winnipeg, MB R3C 0G6, 204-786-5081, F 204-786-5081

*Sector:* Esthetics

*Program Type:* Technical

*Overview:* Educational objective is to provide a complete comprehensive educational program in both theory and practical areas of the nail technician course.

*Length:* 400 hour

*Method of Delivery:* Classroom-Based

*Achievement:* None listed

*Partners:*

# Newfoundland

## *Esthetics*

### Academy Canada

Corner Brook Campus, 2 University Drive, P.O. Box, 366 Corner Brook, NF A2H 6E3,
709-637-2100, F 709-632-7309, E-mail: info@academycanada.com

| | |
|---|---|
| *Sector:* | Esthetics |
| *Program Type:* | Vocational |
| *Overview:* | Trains and provides personal services in many areas such as skin care, nutrition, nail art and design, aromatherapy, pedicures and body sugaring. |
| *Length:* | 31 week |
| *Method of Delivery:* | Classroom-Based |
| *Achievement:* | Certificate |

*Partners:*

## *Esthetics*

### Academy Canada

Grand Falls-Windsor Campus, 18-24 High Street, P.O. Box 128, Grand Falls-Windsor, NF A2A 2J4,
709-489-8316, F 709-489-8317, E-mail: info@academycanada.com

| | |
|---|---|
| *Sector:* | Esthetics |
| *Program Type:* | Vocational |
| *Overview:* | Trains and provides personal services in many areas such as skin care, nutrition, nail art and design, aromatherapy, pedicures and body sugaring. |
| *Length:* | 31 week |
| *Method of Delivery:* | Classroom-Based |
| *Achievement:* | Certificate |

*Partners:*

## *Esthetics*

### Academy Canada

St. John's Campus, 167 - 69 Kenmount Rd, P.O. Box 8747, St. John's, NF A1B 3T2, 709-570-2738, F 709-739-6797, E-mail: info@academycanada.com

| | |
|---|---|
| *Sector:* | Esthetics |
| *Program Type:* | Vocational |
| *Overview:* | Trains and provides personal services in many areas such as skin care, nutrition, nail art and design, aromatherapy, pedicures and body sugaring. |
| *Length:* | 31 week |
| *Method of Delivery:* | Classroom-Based |
| *Achievement:* | Certificate |
| *Partners:* | |

## *Hair Stylist*

### Academy Canada

Corner Brook Campus, 2 University Drive, P.O. Box, 366 Corner Brook, NF A2H 6E3, 709-637-2100, F 709-632-7309, E-mail: info@academycanada.com

| | |
|---|---|
| *Sector:* | Stylist |
| *Program Type:* | Vocational |
| *Overview:* | Fundamental skills of hairstyling, (cutting, styling, perming) computers, customer service,<br>quality control, workplace correspondence, entrepreneurship, workplace skills and job search |
| *Length:* | 46 week |
| *Method of Delivery:* | Classroom-Based |
| *Achievement:* | Certificate<br>Apprenticeship available |
| *Partners:* | |

## *Hair Stylist*

### Academy Canada

St. John's Campus, 167 - 69 Kenmount Rd, P.O. Box 8747, St. John's, NF A1B 3T2, 709-570-2738, F 709-739-6797, E-mail: info@academycanada.com

*Sector:* Stylist

*Program Type:* Vocational

*Overview:* Fundamental skills of hairstyling, (cutting, styling, perming) computers, customer service,
quality control, workplace correspondence, entrepreneurship, workplace skills and job search

*Length:* 46 week

*Method of Delivery:* Classroom-Based

*Achievement:* Certificate
Apprenticeship available

*Partners:*

## *Hair Stylist*

### Academy Canada

Grand Falls-Windsor Campus, 18-24 High Street, P.O. Box 128, Grand Falls-Windsor, NF A2A 2J4, 709-489-8316, F 709-489-8317, E-mail: info@academycanada.com

*Sector:* Stylist

*Program Type:* Vocational

*Overview:* Fundamental skills of hairstyling, (cutting, styling, perming) computers, customer service,
quality control, workplace correspondence, entrepreneurship, workplace skills and job search

*Length:* 46 week

*Method of Delivery:* Classroom-Based

*Achievement:* Certificate
Apprenticeship available

*Partners:*

## Hairstylist Cosmetology

**College of North Atlantic**

Burin, NF, 1-709-758-7037, E-mail: info@northatlantic.nf.ca

| | |
|---|---|
| *Sector:* | Stylist |
| *Program Type:* | Technical |
| *Overview:* | Students are trained in the full range of hair services - shampooing, styling, cutting, perming, conditioning, and coloring. Students in the Hairstylist program also receive training in cosmetology, and shop management. |
| *Length:* | 1 year |
| *Method of Delivery:* | Classroom-Based |
| *Achievement:* | Certificate<br>Considered apprentices and registered with the Provincial Apprenticeship Board. |
| *Partners:* | |

## Hairstylist Cosmetology

**College of North Atlantic**

Gander, NF, 1-709-758-7037, E-mail: info@northatlantic.nf.ca

| | |
|---|---|
| *Sector:* | Stylist |
| *Program Type:* | Technical |
| *Overview:* | Students are trained in the full range of hair services - shampooing, styling, cutting, perming, conditioning, and coloring. Students in the Hairstylist program also receive training in cosmetology, and shop management. |
| *Length:* | 1 year |
| *Method of Delivery:* | Classroom-Based |
| *Achievement:* | Certificate<br>Considered apprentices and registered with the Provincial Apprenticeship Board. |
| *Partners:* | |

## *Hairstylist*

### College of the North Atlantic

P.O. Box 5400, Stephenville, NF A2N 2Z6, 709-643-7729, F 709-643-7843, Website: www.northatlantic.nf.ca

| | |
|---|---|
| *Sector:* | Stylist |
| *Program Type:* | Technical |
| *Overview:* | Largest post-secondary educational and skills-training college in Atlantic Canada. The College is a leader in providing diplomas and certificates in Academic Access Programs. |
| *Length:* | 1 year |
| *Method of Delivery:* | Classroom-Based |
| *Achievement:* | Certificate |

*Partners:*

# Nova Scotia

## *Grade 11& 12*

### Memorial Composite High School

80 Memorial Drive, Sydney Mines, NS B1V 2Y5, 902-736-6233, F 902-736-3895, E-mail: mem@istar.ca

*Sector:* Cosmetician

*Program Type:* Technical

*Overview:* XI - Ethics, personality, hygiene, chemistry and hair structure. Topics:: hair cutting, shampoos, rinses, hair styling, permanent waving. XII - In addition to year one topics, salon management. Hair relaxing, coloring, cutting, Advanced perming.

*Length:* 1250 hour

*Method of Delivery:* Classroom-Based

*Achievement:* Certificate

Junior Certification. After 960 hours of work experience in a registered salon can then obtain General Certification

*Partners:*

## *Cosmetology*

### Nova Scotia Community College

Strait Area Campus, 226 Reeves Street, PO Box 1225, Port Hawkesbury, Nova Scotia B0E 2V0, 902-625-4017, F 902-625-0193, E-mail: stadmissions@nscc.ns.ca

*Sector:* Cosmetician

*Program Type:* Technical

*Overview:* Basic skills, attitudes, and knowledge required to perform a complete range of hair
services. This includes shampooing, styling, cutting, permanent waving, conditioning and colouring.

*Length:* 1 year

*Method of Delivery:* Classroom-Based

*Achievement:* Certificate

*Partners:*

## Cosmetology

**Nova Scotia Community College**

Kingstec Campus, 236 Belcher Street, PO Box 487, Kentville, NS B4N 3X3, 902-678-7341, F 902-679-4381, E-mail: kiadmissions@nscc.ns.ca

*Sector:* Cosmetician

*Program Type:* Technical

*Overview:* Basic skills, attitudes, and knowledge required to perform a complete range of hair services. This includes shampooing, styling, cutting, permanent waving, conditioning and colouring.

*Length:* 1 year

*Method of Delivery:* Classroom-Based

*Achievement:* Certificate

*Partners:*

## Cosmetology

**Nova Scotia Community College**

Marconi Campus, PO Box 1042, 1240 Grand Lake Road, Sydney, NS B1P 6J7, 902-563-2450, F 902-563-3440, E-mail: maadmissions@nscc.ns.ca

*Sector:* Cosmetician

*Program Type:* Technical

*Overview:* Basic skills, attitudes, and knowledge required to perform a complete range of hair services. This includes shampooing, styling, cutting, permanent waving, conditioning and colouring.

*Length:* 1 year

*Method of Delivery:* Classroom-Based

*Achievement:* Certificate

*Partners:*

## Cosmetology

**Nova Scotia Community College**

Lunenburg Campus, 75 High Street, Bridgewater, NS B4V 1V8, 902-543-4608, F 902-543-0190, E-mail: luadmissions@nscc.ns.ca

*Sector:* Cosmetician

*Program Type:* Technical

*Overview:* Basic skills, attitudes, and knowledge required to perform a complete range of hair
services. This includes shampooing, styling, cutting, permanent waving, conditioning and colouring.

*Length:* 1 year

*Method of Delivery:* Classroom-Based

*Achievement:* Certificate

*Partners:*

## Cosmetology

**Nova Scotia Community College**

Halifax Campus, 1825 Bell Road, Halifax, NS B3H 2Z4, 902-491-4636, F 902-491-4711, E-mail: haadmissions@nscc.ns.ca

*Sector:* Cosmetician

*Program Type:* Technical

*Overview:* Basic skills, attitudes, and knowledge required to perform a complete range of hair
services. This includes shampooing, styling, cutting, permanent waving, conditioning and colouring.

*Length:* 1 year

*Method of Delivery:* Classroom-Based

*Achievement:* Certificate

*Partners:*

## *Cosmetology*

**Nova Scotia Community College**

Cumberland Campus, 1 Main Street, PO Box 550, Springhill, NS B0M 1X0, 902-597-3737, F 902-597-8548

*Sector:* Cosmetician

*Program Type:* Technical

*Overview:* Basic skills, attitudes, and knowledge required to perform a complete range of hair services. This includes shampooing, styling, cutting, permanent waving, conditioning and colouring.

*Length:* 1 year

*Method of Delivery:* Classroom-Based

*Achievement:* Certificate

*Partners:*

## *Cosmetology*

**Nova Scotia Community College**

Burridge Campus, 372 Pleasant Street, Yarmouth, NS B5A 2L2, 902-742-0760, F 902-742-0519, Email: buadmissions@nscc.ns.ca

*Sector:* Cosmetician

*Program Type:* Technical

*Overview:* Basic skills, attitudes, and knowledge required to perform a complete range of hair services. This includes shampooing, styling, cutting, permanent waving, conditioning and colouring.

*Length:* 1 year

*Method of Delivery:* Classroom-Based

*Achievement:* Certificate

*Partners:*

## *Cosmetology*

**Nova Scotia Community College**

Annapolis Valley Campus, 50 Elliott Road, Lawrencetown, NS B0S 1M0, 902-825-2930, F 902-825-2285, E-mail: avadmissions@nscc.ns.ca

| | |
|---|---|
| *Sector:* | Cosmetician |
| *Program Type:* | Technical |
| *Overview:* | Basic skills, attitudes, and knowledge required to perform a complete range of hair<br>services. This includes shampooing, styling, cutting, permanent waving, conditioning and colouring. |
| *Length:* | 1 year |
| *Method of Delivery:* | Classroom-Based |
| *Achievement:* | Certificate |
| *Partners:* | |

## *Cosmetology*

**Nova Scotia Community College**

Akerley Campus, 21 Woodlawn Road, Dartmouth, NS B2W 2R7, 902-491-4900, F 902-491-4946, E-Mail: akadmissions@nscc.ns.ca

| | |
|---|---|
| *Sector:* | Cosmetician |
| *Program Type:* | Technical |
| *Overview:* | Basic skills, attitudes, and knowledge required to perform a complete range of hair<br>services. This includes shampooing, styling, cutting, permanent waving, conditioning and colouring. |
| *Length:* | 1 year |
| *Method of Delivery:* | Classroom-Based |
| *Achievement:* | Certificate |
| *Partners:* | |

## *Cosmetology*

**Nova Scotia Community College**

Pictou Campus, 39 Acadia Avenue, P.O. Box 820, Stellarton, NS B0K 1S0, 902-752-2002, F 902-752-5446, E-mail: piadmissions@nscc.ns.ca

| | |
|---|---|
| *Sector:* | Cosmetician |
| *Program Type:* | Technical |
| *Overview:* | Basic skills, attitudes, and knowledge required to perform a complete range of hair<br>services. This includes shampooing, styling, cutting, permanent waving, conditioning and colouring. |
| *Length:* | 1 year |
| *Method of Delivery:* | Classroom-Based |
| *Achievement:* | Certificate |

*Partners:*

# Ontario

## *Basic Esthetics -*

**Conestoga College**

Doon Campus, 299 Doon Valley Drive, Kitchener, ON N2G 4M4, 519-748-5220, F 519-895-1097, Web: www.conestogac.on.ca/

| | |
|---|---|
| *Sector:* | Esthetics |
| *Program Type:* | Technical |
| *Overview:* | Skills in various treatment techniques and with sufficient knowledge of biochemistry, anatomy and other theory to implement esthetic treatments and advise customers. Studies in skin care, manicures, pedicures, waxing, make-up application, and body care. |
| *Length:* | 210 hour |
| *Method of Delivery:* | Classroom-Based |
| *Achievement:* | None listed |

*Partners:*

## *Certificate of Apprenticeship & Certificate of Qualification for the trade of*

**Niagara**

Ministry of Training, Colleges & Universities, 301 St. Paul Street, 301 St. Paul Street, 9th floor, St. Catharines, ON L2R 7R4, 905-704-2991, F 905-704-2985

| | |
|---|---|
| *Sector:* | Stylist |
| *Program Type:* | Technical |
| *Overview:* | Learning everything from cultivating and maintaining a professional image, to owning and operating a salon. Exposed to all aspects of the trade, from health and safety to complex hair coloring, perms and hair cuts. |
| *Length:* | 2 - 2.5 year |
| *Method of Delivery:* | Classroom / Workplace |
| *Achievement:* | Certificate |

*Partners:*

## *Hairstyling*

**Sault College of Applied Arts and Technology**

443 Northern Avenue, Sault Ste. Marie, ON P6A 5L3, 1-800-461-2260, E-mail: webmaster@saultc.on.ca, Web: www.saultc.on.ca

| | |
|---|---|
| *Sector:* | Stylist |
| *Program Type:* | Technical |
| *Overview:* | Acquire fundamental hairstyling skills, students develop high standards of professionalism, problem-solving skills, communication skills, and high safety sanitation standards. |
| *Length:* | 3500 hour |
| *Method of Delivery:* | Classroom / Workplace |
| *Achievement:* | None listed |

*Partners:*

## *Cosmetic Sales Certificate Program (CTS)*

**Seneca College of Applied Arts & Technology**

1750 Finch Avenue East, Toronto, ON M2J 2X5, 416-491-5050,

| | |
|---|---|
| *Sector:* | Cosmetic |
| *Program Type:* | Technical |
| *Overview:* | Beauty advisor, cosmetician, freelance make-up artist, fragrance demonstrator, in large department stores, drug store chains, specialty stores and cosmetics manufacturer/distributors. Also available by correspondence. |
| *Length:* | 1 year |
| *Method of Delivery:* | Classroom-Based |
| *Achievement:* | Certificate |

*Partners:*

## *Esthetician Diploma Program (EST)*

**Seneca College of Applied Arts & Technology**

1750 Finch Avenue East, Toronto, ON M2J 2X5, 416-491-5050,

| | |
|---|---|
| *Sector:* | Esthetics |
| *Program Type:* | Technical |
| *Overview:* | Able to provide the entire range of professional services offered in modern esthetics salons and spas. Trained in the psychology of selling, and the practicalities of sales within the salon environment. |
| *Length:* | 2 year |
| *Method of Delivery:* | Classroom-Based |
| *Achievement:* | Diploma |

*Partners:*

## *Cosmetic Techniques and Management*

**Sheridan College**

Trafalgar Road Campus, 1430 Trafalgar Road, Oakville, ON L6H 2L1, 905-845-9430 Web: www@sheridanc.on.ca,

| | |
|---|---|
| *Sector:* | Cosmetic |
| *Program Type:* | Technical |
| *Overview:* | Business training and creative techniques. Program graduates possess advanced skills, generally enabling them to obtain employment at, or above, the entry level. |
| *Length:* | 2 year |
| *Method of Delivery:* | Classroom / Workplace |
| *Achievement:* | None listed |

*Partners:*

## *Estheticián*

**Sheridan College**

Trafalgar Road Campus, 1430 Trafalgar Road, Oakville, ON L6H 2L1, 905-845-9430 Web: www@sheridanc.on.ca,

| | |
|---|---|
| *Sector:* | Esthetics |
| *Program Type:* | Technical |
| *Overview:* | Students will learn how to perform popular esthetic services such as facials, waxing, body treatments, manicures and pedicures |
| *Length:* | 2 year |
| *Method of Delivery:* | Classroom / Workplace |
| *Achievement:* | None listed |
| *Partners:* | |

## *Hairstylist*

**St. Lawrence College**

School Of Engineering Technology & Trades, P.O. BOX 6000, King & Portsmouth, Kingston, ON K7L 5A6, 613-544-5400, F 613-545-3923

| | |
|---|---|
| *Sector:* | Stylist |
| *Program Type:* | Technical |
| *Overview:* | Students graduate having knowledge of the latest technology available. Students receive computer training, business math and career communications |
| *Length:* | 48 week |
| *Method of Delivery:* | Classroom-Based |
| *Achievement:* | Certificate |
| *Partners:* | |

## Hairstylist

### St. Lawrence College

School Of Engineering Technology & Trades, 2288 Parkedale Ave., Brockville, ON K6V 5X3, 613-345-0660, F 613-345-2231,

| | |
|---|---|
| *Sector:* | Stylist |
| *Program Type:* | Technical |
| *Overview:* | Students graduate having knowledge of the latest technology available. Students receive computer training, business math and career communications |
| *Length:* | 48 week |
| *Method of Delivery:* | Classroom-Based |
| *Achievement:* | Certificate |
| *Partners:* | |

## Hairstylist

### St. Clair College of Applied Arts & Technology

2000 Talbot Road West, Windsor, ON N9A 6S4, 519-972-2727, F 519-972-3811,

| | |
|---|---|
| *Sector:* | Stylist |
| *Program Type:* | Technical |
| *Overview:* | On campus hair salon, blend of theory and hands on experience. Can be employed as salon manager, colour technicians, perm technicians, sales representatives of beauty products, teacher of hairstyling technicians. |
| *Length:* | 1 year |
| *Method of Delivery:* | Hands-On |
| *Achievement:* | Certificate<br>Credit towards Apprenticeship |
| *Partners:* | |

## *Advanced Facial*

**Versailles Academy of Make-Up Arts, Esthetics and Hair**

1355 Bank Street, Suite 5, Ottawa, ON K1H 8K7, 613-521-4155, F 613-521-6945

| | |
|---|---|
| *Sector:* | Esthetics |
| *Program Type:* | Technical |
| *Overview:* | Complete school of beauty specializing in the care and enhancement of the skin, face and hair. Balanced combination of theory, demonstration, and practical work . |
| *Length:* | Not listed |
| *Method of Delivery:* | Classroom-Based |
| *Achievement:* | None listed<br>Non-Registered/Private Programs |
| *Partners:* | |

## *Body Therapy I and II*

**Versailles Academy of Make-Up Arts, Esthetics and Hair**

1355 Bank Street, Suite 5, Ottawa, ON K1H 8K7, 613-521-4155, F 613-521-6945

| | |
|---|---|
| *Sector:* | Esthetics |
| *Program Type:* | Technical |
| *Overview:* | Complete school of beauty specializing in the care and enhancement of the skin, face and hair. Balanced combination of theory, demonstration, and practical work . |
| *Length:* | Not Listed |
| *Method of Delivery:* | Classroom-Based |
| *Achievement:* | None listed<br>Non-Registered/Private Programs |
| *Partners:* | |

## Cosmetician

**Versailles Academy of Make-Up Arts, Esthetics and Hair**

1355 Bank Street, Suite 5, Ottawa, ON K1H 8K7, 613-521-4155, F 613-521-6945

| | |
|---|---|
| *Sector:* | Cosmetician |
| *Program Type:* | Technical |
| *Overview:* | Complete school of beauty specializing in the care and enhancement of the skin, face and hair. Balanced combination of theory, demonstration, and practical work . |
| *Length:* | 28 week |
| *Method of Delivery:* | Classroom-Based |
| *Achievement:* | Diploma |

*Partners:*

## Depilation

**Versailles Academy of Make-Up Arts, Esthetics and Hair**

1355 Bank Street, Suite 5, Ottawa, ON K1H 8K7, 613-521-4155, F 613-521-6945

| | |
|---|---|
| *Sector:* | Esthetics |
| *Program Type:* | Technical |
| *Overview:* | Complete school of beauty specializing in the care and enhancement of the skin, face and hair. Balanced combination of theory, demonstration, and practical work . |
| *Length:* | Not Listed |
| *Method of Delivery:* | Classroom-Based |
| *Achievement:* | None listed<br>Non-Registered/Private Programs |

*Partners:*

## Esthetician

**Versailles Academy of Make-Up Arts, Esthetics and Hair**

1355 Bank Street, Suite 5, Ottawa, ON K1H 8K7, 613-521-4155, F 613-521-6945

| | |
|---|---|
| *Sector:* | Esthetics |
| *Program Type:* | Technical |
| *Overview:* | Complete school of beauty specializing in the care and enhancement of the skin, face and hair. Balanced combination of theory, demonstration, and practical work . |
| *Length:* | 34 week |
| *Method of Delivery:* | Classroom-Based |
| *Achievement:* | Diploma |
| *Partners:* | |

## Facial

**Versailles Academy of Make-Up Arts, Esthetics and Hair**

1355 Bank Street, Suite 5, Ottawa, ON K1H 8K7, 613-521-4155, F 613-521-6945

| | |
|---|---|
| *Sector:* | Esthetics |
| *Program Type:* | Technical |
| *Overview:* | Complete school of beauty specializing in the care and enhancement of the skin, face and hair. Balanced combination of theory, demonstration, and practical work . |
| *Length:* | Not listed |
| *Method of Delivery:* | Classroom-Based |
| *Achievement:* | None listed<br>Non-Registered/Private Programs |
| *Partners:* | |

## *Hairstylist*

**Versailles Academy of Make-Up Arts, Esthetics and Hair**

1355 Bank Street, Suite 5, Ottawa, ON K1H 8K7, 613-521-4155, F 613-521-6945

| | |
|---|---|
| *Sector:* | Stylist |
| *Program Type:* | Technical |
| *Overview:* | Complete school of beauty specializing in the care and enhancement of the skin, face and hair. Balanced combination of theory, demonstration, and practical work . |
| *Length:* | 44 week |
| *Method of Delivery:* | Classroom-Based |
| *Achievement:* | Diploma |
| *Partners:* | |

## *Make-up Artist*

**Versailles Academy of Make-Up Arts, Esthetics and Hair**

1355 Bank Street, Suite 5, Ottawa, ON K1H 8K7, 613-521-4155, F 613-521-6945

| | |
|---|---|
| *Sector:* | Cosmetic |
| *Program Type:* | Technical |
| *Overview:* | Complete school of beauty specializing in the care and enhancement of the skin, face and hair. Balanced combination of theory, demonstration, and practical work . |
| *Length:* | 30 hour |
| *Method of Delivery:* | Classroom-Based |
| *Achievement:* | None listed<br>Non-Registered/Private Programs |
| *Partners:* | |

## *Manicure*

**Versailles Academy of Make-Up Arts, Esthetics and Hair**

1355 Bank Street, Suite 5, Ottawa, ON K1H 8K7, 613-521-4155, F 613-521-6945

| | |
|---|---|
| *Sector:* | Esthetics |
| *Program Type:* | Technical |
| *Overview:* | Complete school of beauty specializing in the care and enhancement of the skin, face and hair. Balanced combination of theory, demonstration, and practical work . |
| *Length:* | Not Listed |
| *Method of Delivery:* | Classroom-Based |
| *Achievement:* | None listed<br>Non-Registered/Private Programs |
| *Partners:* | |

## *Nail Technician*

**Versailles Academy of Make-Up Arts, Esthetics and Hair**

1355 Bank Street, Suite 5, Ottawa, ON K1H 8K7, 613-521-4155, F 613-521-6945

| | |
|---|---|
| *Sector:* | Esthetics |
| *Program Type:* | Technical |
| *Overview:* | Complete school of beauty specializing in the care and enhancement of the skin, face and hair. Balanced combination of theory, demonstration, and practical work . Porcelain, Acrylic, and Fiberglass. |
| *Length:* | Not Listed |
| *Method of Delivery:* | Classroom-Based |
| *Achievement:* | None listed<br>Non-Registered/Private Programs |
| *Partners:* | |

## Pedicure

**Versailles Academy of Make-Up Arts, Esthetics and Hair**

1355 Bank Street, Suite 5, Ottawa, ON K1H 8K7, 613-521-4155, F 613-521-6945

| | |
|---|---|
| *Sector:* | Esthetics |
| *Program Type:* | Technical |
| *Overview:* | Complete school of beauty specializing in the care and enhancement of the skin, face and hair. Balanced combination of theory, demonstration, and practical work . |
| *Length:* | Not Listed |
| *Method of Delivery:* | Classroom-Based |
| *Achievement:* | None listed<br>Non-Registered/Private Programs |
| *Partners:* | |

## Theatre Make-up

**Versailles Academy of Make-Up Arts, Esthetics and Hair**

1355 Bank Street, Suite 5, Ottawa, ON K1H 8K7, 613-521-4155, F 613-521-6945

| | |
|---|---|
| *Sector:* | Cosmetic |
| *Program Type:* | Technical |
| *Overview:* | Complete school of beauty specializing in the care and enhancement of the skin, face and hair. Balanced combination of theory, demonstration, and practical work . |
| *Length:* | Not listed |
| *Method of Delivery:* | Classroom-Based |
| *Achievement:* | None listed<br>Non-Registered/Private Programs |
| *Partners:* | |

## *Transdermal Electrolysis*

**Versailles Academy of Make-Up Arts, Esthetics and Hair**

1355 Bank Street, Suite 5, Ottawa, ON K1H 8K7, 613-521-4155, F 613-521-6945

*Sector:* Electrolysis

*Program Type:* Technical

*Overview:* Complete school of beauty specializing in the care and enhancement of the skin, face and hair. Balanced combination of theory, demonstration, and practical work .

*Length:* Not Listed

*Method of Delivery:* Classroom-Based

*Achievement:* None listed

Non-Registered/Private Programs

*Partners:*

# Prince Edward Island

## *Cosmetology*

### Holland College

Royalty Centre, 40 Enman Crescent, Charlottetown, PE C1E 1E6, 902-566-9340, F 902-566-9323,
E-mail: info@hollandc.pe.ca

| | |
|---|---|
| *Sector:* | Cosmetician |
| *Program Type:* | Technical |
| *Overview:* | Develop professional skills through a blend of theory and practical experience designed to establish technical skills and confidence. They will gain experience in such areas as cosmetology, math, computers, human relations, hair styling and coloring techs |
| *Length:* | 9 month |
| *Method of Delivery:* | Classroom / Workplace |
| *Achievement:* | Certificate |

*Partners:*

# Quebec

## Beautician/Esthetician

- C.F. Competences 2000 (Commission Scolaire de Laval) – Chomedey-Laval,QC
- C.F. Rimouski-Neigette (C.S. des Phares) – Rimouski. QC
- C.F.P. Competences – Outaouais (C.S. des Draveurs) – Gatineau, QC
- C.F.P. de Verdum (C.S. Marguerite-Bourgeoys) – Verdun, QC
- C.F.P. le Tremplin (C.S. de de L'Amiante) – Thetford Mines, QC
- C.F.P. Pozer (C.S. de la Beauce-Etchemin) – St-Georges de Beauce, QC
- C.F.P. Bel avenir (C.S. Chemin-du-Roy) – Trois-Rivieres, QC
- Centre d'enseignement et de formation profesionnelle d'Alma (CEFPA) (C.S. de Lac Saint-Jean) – Alma, QC
- Centre de formation professionnelle 24-juin (C.S. de Sherbrooke) – Fleurimont, QC
- Centre de formation professionnelle de Levis (C.S. des Navigateurs) – Levis, QC
- Centre de formation professionnelle et generale A-W Gagne (C.S. de Fer) – Sept-Iles, QC
- Centre Gordon Robertson (Lester B. Pearson School Board) – Beaconsfield, QC
- Centre polymetier (C.S. Rouyn-Noranda) – Rouyn-Noranda, QC
- CFP L'Oasis (C.S. Des Rives du Saguenay) – Chicoutimi, QC
- CFP de l'Argile (C.S. des Samares) Joliette, QC
- College Inter-Dec – Montreal, QC
- Ecole d'estetique Edith Serei – Montreal, QC
- Ecole de formation professioneelle Pierre-Pupuy (cs de Jacques-Cartier) – Longueuil, QC
- Ecole de formation professionnelle de Chateauguay (C.S. de Chateauguay) – Chateauguay, QC
- Ecole Marie-de-l'Incarnation (C.S. de la capitale) – Quebec, QC
- Ecole polyvalente Marie-Rivier (C.S. des Chenes) – Drummondville, QC
- Ecole professionnelle de Saint-Hyacinthe (C.S. St-Hyacinthe) – St-Hyacinthe, QC
- Laurier MacDonald Career Centre (C.S. English Montreal) – St-Leonard, QC
- Polyvalente Black Lake (C.S. de l'Aminate) – Black Lake, QC
- Polyvalente Ch.-Armand-Raciot (C.S. St-Jean-sur-Richelieu) – St-Jean-sur-Richelieu, QC
- Polyvalente Mgr Sevigny (C.S. des Falaises) – Chandler, QC
- Polyvalente Pierre-Dupuy (C.E.C. de Montreal) – Montreal, QC

## Barber/Hairstylist

- C.F. Rimouski-Neigette (C.S. des Phares) – Rimouski. QC
- C.F.P. Campus Cowansville (C.S. Eastern Township Schoolboard) – Cowansville, QC
- C.F.P. Competences – Outaouais (C.S. des Draveurs) – Gatineau, QC
- C.F.P. de la Pointe-du-Lac (C.S. de la Vallee-des-Tisserands) – Valleyfield, QC
- C.F.P. de Val-d'Or (C.S. de l'Or-et-des-Bois) – Val-d'or, QC
- C.F.P. de Verdun (C.S. Marguerite-Bourgeoys) – Verdun, QC
- C.F.P. le Tremplin (C.S. de de L'Aminate) – Thetford Mines, QC
- C.F.P. Pozer (C.S. de la Beauce-Etchemin) – St-Georges de Beauce, QC
- C.F.P. Bel avenir (C.S. Chemin-du-Roy) – Trois-Rivieres, QC
- C.F.P. Howard S. Billings (C.S. New Frontiers) – Chateauguay, QC
- Centre d'enseignement et de formation professionnelle d'Alma (CEFPA) (C.S. de Lac Saint-Jean) – Alma, QC
- Centre de formation P.E. Dufresne (C.S. des Mille-Iles) – Ste-Rose, QC
- Centre de formation professionnelle des Riverains (C.S. des Affluents) – Repentigny, QC
- Centre de formation professionnelle (C.S. Pierre-Neveu) – Mont-Laurier, QC
- Centre de formation professionnelle 24-juin (C.S. de Sherbrooke) – Fleurimont, QC
- Centre de formation professionnelle de Levis (C.S. des Navigateurs) – Levis, QC
- Centre de formation professionnelle et generale A-W Gagne (C.S. de Fer) – Sept-Iles, QC
- Centre Gordon Robertson (Lester B. Pearson School Board) – Beaconsfield, QC

- Centre polymetier (C.S. Rouyn-Noranda) – Rouyn-Noranda, QC
- CFP de l'Argile (C.S. des Samares) Joliette, QC
- College Inter-Dec – Montreal, QC
- Ecole de formation professioneelle Pierre-Pupuy (cs de Jacques-Cartier) – Longueuil, QC
- Ecole de formation professionnelle de Chateauguay (C.S. de Chateauguay) – Chateauguay, QC
- Ecole Marie-de-l'Incarnation (C.S. de la capitale) – Quebec, QC
- Ecole polyvalente Marie-Rivier (C.S. des Chenes) – Drummondville, QC
- Ecole professionnelle de Saint-Hyacinthe (C.S. St-Hyacinthe) – St-Hyacinthe, QC
- Ecole Secondaire J.H. Leclerc (C.S. des Cantons) – Granby, QC
- Ecole Secondaire Rosemont (C.E.P. de Grand Montreal) – Montreal, QC
- Edifice Andre Jacob (C.S. de Manicouagan) – Baie-Comeau, QC
- Laurier MacDonald Career Centre (C.S. English Montreal) – St-Leonard, QC
- Polyvalente Black Lake (C.S. de l'Aminate) – Black Lake, QC
- Polyvalente Ch.-Armand-Raciot (C.S. St-Jean-sur-Richelieu) – St-Jean-sur-Richelieu, QC
- Polyvalente des Quatre Vents (C.S. de Pays-des-Bleuets) – St-Felicien, QC
- Polyvalente des Rives (C.S. de Manicouagan) – Baie-Comeau,QC
- Polyvalente Mgr Sevigny (C.S. des Falaises) – Chandler, QC
- Polyvalente Pierre-Dupuy (C.E.C. de Montreal) – Montreal, QC
- St. Pius X Comprehensive School (C.E.C. de Montreal) – Montreal, QC

## Electrolysis

- C.F. Competences 2000 (Commission Scolaire de Laval) – Chomedey-Laval,QC
- C.F. Rimouski-Neigette (C.S. des Phares) – Rimouski. QC
- C.F.P. Competences – Outaouais (C.S. des Draveurs) – Gatineau, QC
- C.F.P. Bel avenir (C.S. Chemin-du-Roy) – Trois-Rivieres, QC
- Centre de formation professionnelle 24-juin (C.S. de Sherbrooke) – Fleurimont, QC
- Centre Gordon Robertson (Lester B. Pearson School Board) – Beaconsfield, QC
- Centre polymetier (C.S. Rouyn-Noranda) – Rouyn-Noranda, QC
- CFP L'Oasis (C.S. Des Rives du Saguenay) – Chicoutimi, QC
- Ecole d'estetique Edith Serei – Montreal, QC
- Ecole Marie-de-l'Incarnation (C.S. de la capitale) – Quebec, QC
- Ecole polyvalente Marie-Rivier (C.S. des Chenes) – Drummondville, QC
- Laurier MacDonald Career Centre (C.S. English Montreal) – St-Leonard, QC
- Polyvalente Ch.-Armand-Raciot (C.S. St-Jean-sur-Richelieu) – St-Jean-sur-Richelieu, QC
- Polyvalente Pierre-Dupuy (C.E.C. de Montreal) – Montreal, QC

# Saskatchewan – Private Schools

## *Commercial Make-Up*

**Avant-Garde College of Esthetics**

2151B Albert Street, Regina, SK S4P 2V1, 306-522-5900

| | |
|---|---|
| *Sector:* | Esthetics |
| *Program Type:* | Technical |
| *Overview:* | Color, Lighting, facial analysis, photography, film, television, basic and corrective make-up, airbrush, glamour and fantasy techniques. |
| *Length:* | 330 Hour |
| *Method of Delivery:* | Classroom / Workplace |
| *Achievement:* | None listed |
| *Partners:* | |

## *Esthetics*

**Avant-Garde College of Esthetics**

2151B Albert Street, Regina, SK S4P 2V1, 306-522-5900

| | |
|---|---|
| *Sector:* | Esthetics |
| *Program Type:* | Technical |
| *Overview:* | Manicure, Pedicure, Facials with/without Machines, Body Wraps, Nail Enhancements, Waxing, Air Brushing - Nails and Makeup, Massage Techniques, Makeup - Day and Evening, Tinting - Eyebrow and Eyelash, Paraffin/Hot Oil treatments, Piercing. |
| *Length:* | 1030 Hour |
| *Method of Delivery:* | Classroom / Workplace |
| *Achievement:* | None listed |
| *Partners:* | |

## *Nail Technician*

### Avant-Garde College of Esthetics

2151B Albert Street, Regina, SK S4P 2V1, 306-522-5900

| | |
|---|---|
| *Sector:* | Esthetics |
| *Program Type:* | Technical |
| *Overview:* | Therapeutic manicures, hot oil treatments, paraffin wax treatments, nail repairs, tips, tips with overlays, gels, acrylic and light cured acrylic, nail art and jewelry, airbrush techniques. |
| *Length:* | 330 Hour |
| *Method of Delivery:* | Classroom / Workplace |
| *Achievement:* | None listed |

*Partners:*

## *Salon Services*

### Avant-Garde College of Esthetics

2151B Albert Street, Regina, SK S4P 2V1, 306-522-5900

| | |
|---|---|
| *Sector:* | Esthetics |
| *Program Type:* | Technical |
| *Overview:* | Manicure, Pedicure, Waxing, Piercing - Nose and Ear, Lash & Brow Tinting, Massage Techniques. |
| *Length:* | 605 Hour |
| *Method of Delivery:* | Classroom / Workplace |
| *Achievement:* | None listed |

*Partners:*

## *Body Treatments*

**Marca College**

228-21 Street East, Saskatoon, SK S7K 0B7, 306-664-2474, F 306-664-0009, E-mail: info@marvelcollege.com, Website: www.marcacollege.com

*Sector:* Esthetics

*Program Type:* Technical

*Overview:* Day Program - Tuesday - Saturday - 9:00 a.m. - 5:00 p.m.

*Length:* 1 week

*Method of Delivery:* Classroom-Based

*Achievement:* None listed

*Partners:*

## *Esthetician*

**Marca College**

228-21 Street East, Saskatoon, SK S7K 0B7, 306-664-2474, F 306-664-0009, E-mail: info@marvelcollege.com, Website: www.marcacollege.com

*Sector:* Esthetics

*Program Type:* Technical

*Overview:* Program includes instruction in: Manicure, Pedicure, Waxing, Spa Treatments, Facials, Lash and Eyebrow Tinting, Make-up - Day, Evening, Photography and High Fashion, Artificial Nails - Acrylic, Gel, Tips, Silk Wraps and Nail Art.

*Length:* 790 hour

*Method of Delivery:* Classroom-Based

*Achievement:* Diploma

*Partners:*

## *Facials & Body Treatments*

**Marca College**

228-21 Street East, Saskatoon, SK S7K 0B7, 306-664-2474, F 306-664-0009, E-mail: info@marvelcollege.com, Website: www.marcacollege.com

| | |
|---|---|
| *Sector:* | Esthetics |
| *Program Type:* | Technical |
| *Overview:* | Day Program - Tuesday - Saturday - 9:00 a.m. - 5:00 p.m. |
| *Length:* | 10 week |
| *Method of Delivery:* | Classroom-Based |
| *Achievement:* | None listed |
| *Partners:* | |

## *Hairstylist*

**Marca College**

228-21 Street East, Saskatoon, SK S7K 0B7, 306-664-2474, F 306-664-0009, E-mail: info@marvelcollege.com, Website: www.marcacollege.com

| | |
|---|---|
| *Sector:* | Stylist |
| *Program Type:* | Technical |
| *Overview:* | Includes instruction in: Hair Sculpting and Design, Perm, Long Hair Design, Colours, Unique "People Skills" Communication Program , Men's Sculpting, Industry Readiness Training in Professional Image, Client Building Sales and Service, Salon Management. |
| *Length:* | 1500 hour |
| *Method of Delivery:* | Classroom-Based |
| *Achievement:* | Diploma |
| *Partners:* | |

## *Make-Up Artistry*

**Marca College**

228-21 Street East, Saskatoon, SK S7K 0B7, 306-664-2474, F 306-664-0009, E-mail: info@marvelcollege.com, Website: www.marcacollege.com

*Sector:* Esthetics

*Program Type:* Technical

*Overview:* Instruction includes day, evening, color photography, black and white photography, bridal and fashion ramp make-up applications.

*Length:* 6 week

*Method of Delivery:* Classroom-Based

*Achievement:* None listed

*Partners:*

## *Nail Technician*

**Marca College**

228-21 Street East, Saskatoon, SK S7K 0B7, 306-664-2474, F 306-664-0009, E-mail: info@marvelcollege.com, Website: www.marcacollege.com

*Sector:* Esthetics

*Program Type:* Technical

*Overview:* Practical skills necessary for a career in the salon industry, life skills of confidence/self-esteem, communication, financial and business management, problem solving and marketing.

*Length:* 4 Week

*Method of Delivery:* Classroom-Based

*Achievement:* None listed

*Partners:*

## *Reflexology*

### Marca College

228-21 Street East, Saskatoon, SK S7K 0B7, 306-664-2474, F 306-664-0009, E-mail: info@marvelcollege.com, Website: www.marcacollege.com

*Sector:* Esthetics

*Program Type:* Technical

*Overview:* Evening Program - Monday & Wednesday - 5:00 - 9:00 p.m.

*Length:* 8 week

*Method of Delivery:* Classroom-Based

*Achievement:* None listed

*Partners:*

## *Sculptured Nail*

### Marca College

228-21 Street East, Saskatoon, SK S7K 0B7, 306-664-2474, F 306-664-0009, E-mail: info@marvelcollege.com, Website: www.marcacollege.com

*Sector:* Esthetics

*Program Type:* Technical

*Overview:* Instruction includes manicures, pedicures and sculpted nails.

*Length:* 4 week

*Method of Delivery:* Classroom-Based

*Achievement:* None listed

*Partners:*

## Waxing/Brow and Lash Tinting

**Marca College**

228-21 Street East, Saskatoon, SK S7K 0B7, 306-664-2474, F 306-664-0009, E-mail: info@marvelcollege.com, Website: www.marcacollege.com

*Sector:* Esthetics

*Program Type:* Technical

*Overview:* Evening Program. Monday and Wednesday - 6:00 - 9:00 p.m.
Day Program. Tuesday - Saturday

*Length:* 2 week

*Method of Delivery:* Classroom-Based

*Achievement:* None listed

*Partners:*

## Esthetics

**Marvel**

227 - 21st Street East, Saskatoon, SK S7K 0B7, 306-244-5753, F 306-664-1946

*Sector:* Esthetics

*Program Type:* Technical

*Overview:* Anatomy, Sterilization, Bacteriology, Hygiene, (electrolysis & waxing), Ear piercing, Manicuring, Pedicuring, Body & Cellulite Treatments, Relaxation Massage, Specialty Facials, Make-up, Intro to Reflexology, Business ethicist Salon Planning, Products.

*Length:* 863 Hour

*Method of Delivery:* Classroom / Workplace

*Achievement:* Diploma

*Partners:*

## *Esthetics*

**Marvel**

1838 Scarth Street, Regina, SK S4P 2G3, 306-757-4157

| | |
|---|---|
| *Sector:* | Esthetics |
| *Program Type:* | Technical |
| *Overview:* | Anatomy, Sterilization, Bacteriology, Hygiene, (electrolysis & waxing), Ear piercing, Manicuring, Pedicuring, Body & Cellulite Treatments, Relaxation Massage, Specialty Facials, Make-up, Intro to reflexology, Business ethicist Salon Planning, Products. |
| *Length:* | 863 Hour |
| *Method of Delivery:* | Classroom / Workplace |
| *Achievement:* | Diploma |

*Partners:*

## *Hairstyling*

**Marvel**

1838 Scarth Street, Regina, SK S4P 2G3, 306-757-4157

| | |
|---|---|
| *Sector:* | Stylist |
| *Program Type:* | Technical |
| *Overview:* | Professional Ethics, Bacteriology, Sanitation and Sterilization, Shampoos and Rinses, Hair and Scalp Treatments, Precision Hair cutting, Blower Styling, Iron Curling, Permanent Waving, Hair Straightening, Hair Colouring, Hair Chemistry, Salon Management. |
| *Length:* | 1500 Hour |
| *Method of Delivery:* | Classroom / Workplace |
| *Achievement:* | Diploma |

*Partners:*

## *Hairstyling*

**Marvel**

227 - 21st Street East, Saskatoon, SK S7K 0B7, 306-244-5753, F 306-664-1946

| | |
|---|---|
| *Sector:* | Stylist |
| *Program Type:* | Technical |
| *Overview:* | Professional Ethics, Bacteriology, Sanitation and Sterilization, Shampoos and Rinses, Hair and Scalp Treatments, Precision Hair cutting, Blower Styling, Iron Curling, Permanent Waving, Hair Straightening, Hair Colouring, Hair Chemistry, Salon Management. |
| *Length:* | 1500 Hour |
| *Method of Delivery:* | Classroom / Workplace |
| *Achievement:* | Diploma |

*Partners:*

## *Nail Technology*

**Marvel**

227 - 21st Street East, Saskatoon, SK S7K 0B7, 306-244-5753, F 306-664-1946

| | |
|---|---|
| *Sector:* | Esthetics |
| *Program Type:* | Technical |
| *Overview:* | Professionalism, Basic Manicure, Salon Safety, Nail Preparation, Tip Application, Consultation/Client Profile, Sculpting, Practice, Product Knowledge, Rebalancing - Sculpting and Acrylic Overlay, Fiberglass Overlay, UV Gel, Practical and Theory. |
| *Length:* | 4 week |
| *Method of Delivery:* | Classroom-Based |
| *Achievement:* | None listed |

*Partners:*

## *Nail Technology*

**Marvel**

1838 Scarth Street, Regina, SK S4P 2G3, 306-757-4157

| | |
|---|---|
| *Sector:* | Esthetics |
| *Program Type:* | Technical |
| *Overview:* | Professionalism, Basic Manicure, Salon Safety, Nail Preparation, Tip Application, Consultation/Client Profile, Sculpting, Practice, Product Knowledge, Rebalancing - Sculpting and Acrylic Overlay, Fiberglass Overlay, UV Gel, Practical and Theory. |
| *Length:* | 4 week |
| *Method of Delivery:* | Classroom-Based |
| *Achievement:* | None listed |
| *Partners:* | |

## *Cosmetology*

**Richard's Beauty College & Esthetics Ltd.**

1846 Scarth Street, Regina, SK S4P 2G9, 306-522-2077, F 306-522-3334, Website: www.richards.sk.ca

| | |
|---|---|
| *Sector:* | Cosmetician |
| *Program Type:* | Technical |
| *Overview:* | You will learn hair styling and cutting for men and women, advanced clipper cutting, basic skin care and makeup application, braiding, advanced up-sweep hair styles, coloring, perming and much more. You will learn by "doing" under professional direction. |
| *Length:* | 1500 hour |
| *Method of Delivery:* | Classroom / Workplace |
| *Achievement:* | Certificate<br>Apprenticeship Program |
| *Partners:* | |

## Esthetics

**Richard's Beauty College & Esthetics Ltd.**

1846 Scarth Street, Regina, SK S4P 2G9, 306-522-2077, F 306-522-3334, Website: www.richards.sk.ca

*Sector:* Cosmetician

*Program Type:* Technical

*Overview:* This is an advanced course. Facial paraffin, galvanic. Body wraps, aroma therapy & herbal. Airbrushing, European facial massage, runaway fashion makeup, television & photography, makeup, theatrical & special effects, bridal and graduation makeup.

*Length:* 1350 hour

*Method of Delivery:* Classroom / Workplace

*Achievement:* Certificate

*Partners:*

## Basic Esthetics

**T & H Academies Career Training Centre**

130 Main Street North, Moose Jaw, SK S6H 3J7, 306-694-5900, 800-363-7999 F 306-692-9321,
Toll-free: (800) 363-7999, Website: www3.sk.sympatico.ca/moranh

*Sector:* Esthetics

*Program Type:* Technical

*Overview:* The Academies is a multifaceted training centre where students can prepare themselves for an exciting, skilled career in the beauty or health spa industry.

*Length:* 6 month

*Method of Delivery:* Classroom-Based

*Achievement:* Certificate

*Partners:*

## *Cosmetology*

**T & H Academies Career Training Centre**

130 Main Street North, Moose Jaw, SK S6H 3J7, 306-694-5900, 800-363-7999 F 306-692-9321,
Toll-free: (800) 363-7999, Website: www3.sk.sympatico.ca/moranh

| | |
|---|---|
| *Sector:* | Cosmetician |
| *Program Type:* | Technical |
| *Overview:* | The Academies is a multifaceted training centre where students can prepare themselves for an exciting, skilled career in the beauty or health spa industry. |
| *Length:* | 10 month |
| *Method of Delivery:* | Classroom-Based |
| *Achievement:* | Certificate |

*Partners:*

## *Electrolysis*

**T & H Academies Career Training Centre**

130 Main Street North, Moose Jaw, SK S6H 3J7, 306-694-2133, F 306-692-4217

| | |
|---|---|
| *Sector:* | Electrolysis |
| *Program Type:* | Technical |
| *Overview:* | You will develop practical and theoretical competency necessary for individuals to engage in the practice of Electrolysis, develop the skills and ability to secure satisfactory placement in the field of Electrolysis. |
| *Length:* | 500 hour |
| *Method of Delivery:* | Classroom-Based |
| *Achievement:* | Diploma |

*Partners:*

## *Esthetics*

### T & H Academies Career Training Centre

130 Main Street North, Moose Jaw, SK S6H 3J7, 306-694-5900, 800-363-7999 F 306-692-9321,
Toll-free: (800) 363-7999, Website: www3.sk.sympatico.ca/moranh

| | |
|---|---|
| *Sector:* | Esthetics |
| *Program Type:* | Technical |
| *Overview:* | The Academies is a multifaceted training centre where students can prepare themselves for an exciting, skilled career in the beauty or health spa industry. |
| *Length:* | 6 month |
| *Method of Delivery:* | Classroom-Based |
| *Achievement:* | Certificate |

*Partners:*

# Canada - Small Business Classes

## Alberta

### *Entrepreneurial Business Applications*

**Academy of Learning**

Calgary South, 5809 MacLeod Trail South, Suite 213, Calgary, AB, T2H 0J9, 403-252-8973, F403-252-8993

| | |
|---|---|
| *Sector:* | Business Management |
| *Program Type:* | Professional |
| *Overview:* | Students will have the knowledge to meet the challenges of today's highly competitive world with the skills required by employers, or to operate their own small business. |
| *Length:* | Customized |
| *Method of Delivery:* | Customized |
| *Achievement:* | Diploma<br>Students must obtain a 75% passing mark per session to obtain a diploma. |
| *Partners:* | none listed |

### *Entrepreneurial Business Applications*

**Academy of Learning**

High River, #2-28-12th Avenue S.E., High River, AB, T1V 1T2, 403-652-2116, F403-652-1492

| | |
|---|---|
| *Sector:* | Business Management |
| *Program Type:* | Professional |
| *Overview:* | Students will have the knowledge to meet the challenges of today's highly competitive world with the skills required by employers, or to operate their own small business. |
| *Length:* | Customized |
| *Method of Delivery:* | Customized |
| *Achievement:* | Diploma<br>Students must obtain a 75% passing mark per session to obtain a diploma. |
| *Partners:* | none listed |

## *Entrepreneurial Business Applications*

### Academy of Learning

Grande Prairie, #302-9804-100th Avenue, Grande Prairie, AB, T8V 0T8, 780-532-9911, F780-532-9934

| | |
|---|---|
| *Sector:* | Business Management |
| *Program Type:* | Professional |
| *Overview:* | Students will have the knowledge to meet the challenges of today's highly competitive world with the skills required by employers, or to operate their own small business. |
| *Length:* | Customized |
| *Method of Delivery:* | Customized |
| *Achievement:* | Diploma<br>Students must obtain a 75% passing mark per session to obtain a diploma. |
| *Partners:* | none listed |

## *Entrepreneurial Business Applications*

### Academy of Learning

Ft. McMurray, B303, 9913 Biggs Avenue, Ft. McMurray, AB, T9H 1S2, 780-790-1354, F780-790-1354

| | |
|---|---|
| *Sector:* | Business Management |
| *Program Type:* | Professional |
| *Overview:* | Students will have the knowledge to meet the challenges of today's highly competitive world with the skills required by employers, or to operate their own small business. |
| *Length:* | Customized |
| *Method of Delivery:* | Customized |
| *Achievement:* | Diploma<br>Students must obtain a 75% passing mark per session to obtain a diploma. |
| *Partners:* | none listed |

## *Entrepreneurial Business Applications*

### Academy of Learning

Edmonton South, 9848-63 Avenue, Edmonton, AB, T6E 0G6, 780-433-1717, F780-436-1111

| | |
|---|---|
| *Sector:* | Business Management |
| *Program Type:* | Professional |
| *Overview:* | Students will have the knowledge to meet the challenges of today's highly competitive world with the skills required by employers, or to operate their own small business. |
| *Length:* | Customized |
| *Method of Delivery:* | Customized |
| *Achievement:* | Diploma<br>Students must obtain a 75% passing mark per session to obtain a diploma. |
| *Partners:* | none listed |

## *Entrepreneurial Business Applications*

### Academy of Learning

Edmonton NW, 15628 Stony Plain Road, Edmonton, AB, T5P 3Z4, 780-944-9291, F780-944-9341

| | |
|---|---|
| *Sector:* | Business Management |
| *Program Type:* | Professional |
| *Overview:* | Students will have the knowledge to meet the challenges of today's highly competitive world with the skills required by employers, or to operate their own small business. |
| *Length:* | Customized |
| *Method of Delivery:* | Customized |
| *Achievement:* | Diploma<br>Students must obtain a 75% passing mark per session to obtain a diploma. |
| *Partners:* | none listed |

## *Entrepreneurial Business Applications*

### Academy of Learning

Edmonton DW, 9942-108 Street, Edmonton, AB, T5K 2J5, 780-424-1144, F780-423-8962

| | |
|---|---|
| *Sector:* | Business Management |
| *Program Type:* | Professional |
| *Overview:* | Students will have the knowledge to meet the challenges of today's highly competitive world with the skills required by employers, or to operate their own small business. |
| *Length:* | Customized |
| *Method of Delivery:* | Customized |
| *Achievement:* | Diploma<br>Students must obtain a 75% passing mark per session to obtain a diploma. |
| *Partners:* | none listed |

## *Entrepreneurial Business Applications*

### Academy of Learning

Medicine Hat, 3295 Dunmore Road S.E., #10, Medicine Hat, AB, T1B 3R2, 403-526-5833, F403-526-4376

| | |
|---|---|
| *Sector:* | Business Management |
| *Program Type:* | Professional |
| *Overview:* | Students will have the knowledge to meet the challenges of today's highly competitive world with the skills required by employers, or to operate their own small business. |
| *Length:* | Customized |
| *Method of Delivery:* | Customized |
| *Achievement:* | Diploma<br>Students must obtain a 75% passing mark per session to obtain a diploma. |
| *Partners:* | none listed |

## *Entrepreneurial Business Applications*

### Academy of Learning

Camrose, 4904-B 50th Street, Camrose, AB, T4V 1R1, 780-672-1923, F780-672-2065

| | |
|---|---|
| *Sector:* | Business Management |
| *Program Type:* | Professional |
| *Overview:* | Students will have the knowledge to meet the challenges of today's highly competitive world with the skills required by employers, or to operate their own small business. |
| *Length:* | Customized |
| *Method of Delivery:* | Customized |
| *Achievement:* | Diploma<br>Students must obtain a 75% passing mark per session to obtain a diploma. |
| *Partners:* | none listed |

## *Entrepreneurial Business Applications*

### Academy of Learning

Calgary North East, 495-36th Street N.E., Suite 262, Calgary, AB, T2A 6K3, 403-569-8973,
F403-569-1085

| | |
|---|---|
| *Sector:* | Business Management |
| *Program Type:* | Professional |
| *Overview:* | Students will have the knowledge to meet the challenges of today's highly competitive world with the skills required by employers, or to operate their own small business. |
| *Length:* | Customized |
| *Method of Delivery:* | Customized |
| *Achievement:* | Diploma<br>Students must obtain a 75% passing mark per session to obtain a diploma. |
| *Partners:* | none listed |

## *Entrepreneurial Business Applications*

### Academy of Learning

Calgary Central, 1632-14th Avenue N.W., Suite 271, Calgary, AB, T2N 1M7, 403-282-5166, F403-282-5275

| | |
|---|---|
| *Sector:* | Business Management |
| *Program Type:* | Professional |
| *Overview:* | Students will have the knowledge to meet the challenges of today's highly competitive world with the skills required by employers, or to operate their own small business. |
| *Length:* | Customized |
| *Method of Delivery:* | Customized |
| *Achievement:* | Diploma<br>Students must obtain a 75% passing mark per session to obtain a diploma. |
| *Partners:* | none listed |

## *Entrepreneurial Business Applications*

### Academy of Learning

Red Deer, #7-4946 53rd Avenue, Red Deer, AB, T4N 5J9, 403-347-6676, F403-347-9097

| | |
|---|---|
| *Sector:* | Business Management |
| *Program Type:* | Professional |
| *Overview:* | Students will have the knowledge to meet the challenges of today's highly competitive world with the skills required by employers, or to operate their own small business. |
| *Length:* | Customized |
| *Method of Delivery:* | Customized |
| *Achievement:* | Diploma<br>Students must obtain a 75% passing mark per session to obtain a diploma. |
| *Partners:* | none listed |

## *Entrepreneurial Business Applications*

**Academy of Learning**

Lethbridge, 410 Stafford Drive South, Suite 200, Lethbridge, AB, T1J 2L2, 403-329-3244, F403-328-4371

*Sector:* Business Management

*Program Type:* Professional

*Overview:* Students will have the knowledge to meet the challenges of today's highly competitive world with the skills required by employers, or to operate their own small business.

*Length:* Customized

*Method of Delivery:* Customized

*Achievement:* Diploma

Students must obtain a 75% passing mark per session to obtain a diploma.

*Partners:* none listed

## *Entrepreneurial Business Applications*

**Academy of Learning**

Lloydminster, Unit 9, Plaza 44, 4402-52nd Avenue, Mail Only, Box 323, Lloydminster, SK/AB, Lloydminster, AB, S9V 0Y2, 780-808-8802, F780-875-8106

*Sector:* Business Management

*Program Type:* Professional

*Overview:* Students will have the knowledge to meet the challenges of today's highly competitive world with the skills required by employers, or to operate their own small business.

*Length:* Customized

*Method of Delivery:* Customized

*Achievement:* Diploma

Students must obtain a 75% passing mark per session to obtain a diploma.

*Partners:* none listed

## *Entrepreneurial Business Applications*

### Academy of Learning

Airdrie, Bay 16, 400 Main Street, Box 3072, Airdrie, AB, T4B 2G4, 403-912-3430, F403-912-3433

| | |
|---|---|
| *Sector:* | Business Management |
| *Program Type:* | Professional |
| *Overview:* | Students will have the knowledge to meet the challenges of today's highly competitive world with the skills required by employers, or to operate their own small business. |
| *Length:* | Customized |
| *Method of Delivery:* | Customized |
| *Achievement:* | Diploma<br>Students must obtain a 75% passing mark per session to obtain a diploma. |
| *Partners:* | none listed |

## *Sales and Marketing*

### Alberta College

10050 MacDonald Drive, Edmonton, AB, T5J 2B7, 780-423-6246, email: registrar@abcollege.ab.ca
web site: http://www.abcollege.ab.ca

| | |
|---|---|
| *Sector:* | Business Management |
| *Program Type:* | Professional |
| *Overview:* | Program delivers the latest and most effective sales, technical, business and personal skills necessary to be an effective sales professional in today's complex economy. |
| *Length:* | 10 month |
| *Method of Delivery:* | Classroom / Workplace |
| *Achievement:* | None Listed |
| *Partners:* | none listed |

## *Certificate in Retailing and Services*

**Canadian Institute of Retailing and Services Studies**

University of Alberta, Faculty of Business, Edmonton, AB, T6G 2R6, 780-492-6797, F780-492-7832, email: cirass@ualberta.ca, web: http://www.cirass.com

| | |
|---|---|
| *Sector:* | Business Management |
| *Program Type:* | Professional |
| *Overview:* | Designed for professionals in the retail and service industry. Developed to provide participants with a wide range of skills specific to the retail and service sector. |
| *Length:* | 9 month |
| *Method of Delivery:* | Customized |
| *Achievement:* | Certificate |
| *Partners:* | University of Alberta |

## *Bachelor of Applied Business and Entrepreneurship*

**Mount Royal College**

4825 Richard Road S.W., Calgary, AB, T3E 6K6, 403-240-6833, F403-240-6704

| | |
|---|---|
| *Sector:* | Business Management |
| *Program Type:* | Professional |
| *Overview:* | A wide range of courses, in conjunction with work terms in which students operate their own ventures, provide graduates with the skills and knowledge to start and manage new enterprises. |
| *Length:* | 4 year |
| *Method of Delivery:* | Classroom / Practicum |
| *Achievement:* | Degree |
| *Partners:* | none listed |

## *Certificate in Management*

**Red Deer College**

PO Box 5005, 56 Avenue & 32 Street, Red Deer, AB T4N 5H5, 403-342-3400, web site: http://www.rdc.ab.ca

| | |
|---|---|
| *Sector:* | Business Management |
| *Program Type:* | Professional |
| *Overview:* | This program is designed for students who work full-time and study part-time from the "Certificate in Management". You must complete eight business courses approved by the Business Administration program Chairperson to be awarded the certificate. |
| *Length:* | 2 year part-time |
| *Method of Delivery:* | Classroom-Based |
| *Achievement:* | Certificate<br>The Certificate permits part-time students to earn a college credential. |
| *Partners:* | none listed |

# British Columbia

## *Entrepreneurial Business Applications*

### Academy of Learning

Richmond, 6531 Buswell Street, Richmond, BC, V6Y 2G9, 604-270-3907, F604-270-6109

*Sector:* Business Management

*Program Type:* Professional

*Overview:* Students will have the knowledge to meet the challenges of today's highly competitive world with the skills required by employers, or to operate their own small business.

*Length:* Customized

*Method of Delivery:* Customized

*Achievement:* Diploma

Students must obtain a 75% passing mark per session to obtain a diploma.

*Partners:* none listed

## *Entrepreneurial Business Applications*

### Academy of Learning

Salmon Arm, 1151-10th Avenue S. W., Unit 135A, Salmon Arm, BC, V1E 1T3, 250-833-1002, F250-833-0235

*Sector:* Business Management

*Program Type:* Professional

*Overview:* Students will have the knowledge to meet the challenges of today's highly competitive world with the skills required by employers, or to operate their own small business.

*Length:* Customized

*Method of Delivery:* Customized

*Achievement:* Diploma

Students must obtain a 75% passing mark per session to obtain a diploma.

*Partners:* none listed

## *Entrepreneurial Business Applications*

### Academy of Learning

Burnaby, 6446 Nelson Avenue, Suite 200, Burnaby, BC, V3H 3J5, 604-606-2050, F604-439-1634

| | |
|---|---|
| *Sector:* | Business Management |
| *Program Type:* | Professional |
| *Overview:* | Students will have the knowledge to meet the challenges of today's highly competitive world with the skills required by employers, or to operate their own small business. |
| *Length:* | Customized |
| *Method of Delivery:* | Customized |
| *Achievement:* | Diploma<br>Students must obtain a 75% passing mark per session to obtain a diploma. |
| *Partners:* | none listed |

## *Entrepreneurial Business Applications*

### Academy of Learning

Princeton, 219 Vermillon Avenue, Princeton, BC, V0P 1G0, 250-295-7596, F250-295-7593

| | |
|---|---|
| *Sector:* | Business Management |
| *Program Type:* | Professional |
| *Overview:* | Students will have the knowledge to meet the challenges of today's highly competitive world with the skills required by employers, or to operate their own small business. |
| *Length:* | Customized |
| *Method of Delivery:* | Customized |
| *Achievement:* | Diploma<br>Students must obtain a 75% passing mark per session to obtain a diploma. |
| *Partners:* | none listed |

## *Entrepreneurial Business Applications*

### Academy of Learning

Prince George, 200-198 Kingston Street, Prince George, BC, V2L 1C3, 250-960-1441, F250-960-1414

| | |
|---|---|
| *Sector:* | Business Management |
| *Program Type:* | Professional |
| *Overview:* | Students will have the knowledge to meet the challenges of today's highly competitive world with the skills required by employers, or to operate their own small business. |
| *Length:* | Customized |
| *Method of Delivery:* | Customized |
| *Achievement:* | Diploma<br>Students must obtain a 75% passing mark per session to obtain a diploma. |
| *Partners:* | none listed |

## *Entrepreneurial Business Applications*

### Academy of Learning

Maple Ridge, #22-22621 Lougheed Hwy, Maple Ridge, BC, V2X 2V4, 604-463-8899, F604-463-8644

| | |
|---|---|
| *Sector:* | Business Management |
| *Program Type:* | Professional |
| *Overview:* | Students will have the knowledge to meet the challenges of today's highly competitive world with the skills required by employers, or to operate their own small business. |
| *Length:* | Customized |
| *Method of Delivery:* | Customized |
| *Achievement:* | Diploma<br>Students must obtain a 75% passing mark per session to obtain a diploma. |
| *Partners:* | none listed |

## *Entrepreneurial Business Applications*

### Academy of Learning

Cranbrook, 1007 Baker Street, Cranbrook, BC, V1C 1A6, 250-489-5888, F250-489-1598

| | |
|---|---|
| *Sector:* | Business Management |
| *Program Type:* | Professional |
| *Overview:* | Students will have the knowledge to meet the challenges of today's highly competitive world with the skills required by employers, or to operate their own small business. |
| *Length:* | Customized |
| *Method of Delivery:* | Customized |
| *Achievement:* | Diploma<br>Students must obtain a 75% passing mark per session to obtain a diploma. |
| *Partners:* | none listed |

## *Entrepreneurial Business Applications*

### Academy of Learning

Kelowna, 455 Leon Avenue, Kelowna, BC, V1Y 6J4, 250-868-3688, F250-868-3488

| | |
|---|---|
| *Sector:* | Business Management |
| *Program Type:* | Professional |
| *Overview:* | Students will have the knowledge to meet the challenges of today's highly competitive world with the skills required by employers, or to operate their own small business. |
| *Length:* | Customized |
| *Method of Delivery:* | Customized |
| *Achievement:* | Diploma<br>Students must obtain a 75% passing mark per session to obtain a diploma. |
| *Partners:* | none listed |

## *Entrepreneurial Business Applications*

**Academy of Learning**

Kamloops, 699 Victoria Street, Kamloops, BC, V2C 2B3, 250-372-5429, F250-372-5462

| | |
|---|---|
| *Sector:* | Business Management |
| *Program Type:* | Professional |
| *Overview:* | Students will have the knowledge to meet the challenges of today's highly competitive world with the skills required by employers, or to operate their own small business. |
| *Length:* | Customized |
| *Method of Delivery:* | Customized |
| *Achievement:* | Diploma<br>Students must obtain a 75% passing mark per session to obtain a diploma. |
| *Partners:* | none listed |

## *Entrepreneurial Business Applications*

**Academy of Learning**

Penticton, 365 Van Horne Street, Penticton, BC, V2A 7Z3, 250-493-3102, F250-493-1281

| | |
|---|---|
| *Sector:* | Business Management |
| *Program Type:* | Professional |
| *Overview:* | Students will have the knowledge to meet the challenges of today's highly competitive world with the skills required by employers, or to operate their own small business. |
| *Length:* | Customized |
| *Method of Delivery:* | Customized |
| *Achievement:* | Diploma<br>Students must obtain a 75% passing mark per session to obtain a diploma. |
| *Partners:* | none listed |

## *Entrepreneurial Business Applications*

### Academy of Learning

Nelson, 525 Josephine Street, Nelson, BC, V1L 1W5, 250-505-2001, F250-505-2001

*Sector:* Business Management

*Program Type:* Professional

*Overview:* Students will have the knowledge to meet the challenges of today's highly competitive world with the skills required by employers, or to operate their own small business.

*Length:* Customized

*Method of Delivery:* Customized

*Achievement:* Diploma

Students must obtain a 75% passing mark per session to obtain a diploma.

*Partners:* none listed

## *Entrepreneurial Business Applications*

### Academy of Learning

Abbotsford, 32555 Simon Avenue, Suite 300, Abbotsford, BC, V2T 4Y2, 604-855-3315,
F604-855-3365

*Sector:* Business Management

*Program Type:* Professional

*Overview:* Students will have the knowledge to meet the challenges of today's highly competitive world with the skills required by employers, or to operate their own small business.

*Length:* Customized

*Method of Delivery:* Customized

*Achievement:* Diploma

Students must obtain a 75% passing mark per session to obtain a diploma.

*Partners:* none listed

## *Entrepreneurial Business Applications*

### Academy of Learning

Nanaimo, 777 "C" Poplar Street, Nanaimo, BC, V9S 2H7, 250-753-4220, F250-753-4295

| | |
|---|---|
| *Sector:* | Business Management |
| *Program Type:* | Professional |
| *Overview:* | Students will have the knowledge to meet the challenges of today's highly competitive world with the skills required by employers, or to operate their own small business. |
| *Length:* | Customized |
| *Method of Delivery:* | Customized |
| *Achievement:* | Diploma<br>Students must obtain a 75% passing mark per session to obtain a diploma. |
| *Partners:* | none listed |

## *Entrepreneurial Business Applications*

### Academy of Learning

Coquitlam, 2764 Barnett Highway, Suite 102a, Coquitlam, BC, V3B 1B9, 604-944-9413, F604-944-8334

| | |
|---|---|
| *Sector:* | Business Management |
| *Program Type:* | Professional |
| *Overview:* | Students will have the knowledge to meet the challenges of today's highly competitive world with the skills required by employers, or to operate their own small business. |
| *Length:* | Customized |
| *Method of Delivery:* | Customized |
| *Achievement:* | Diploma<br>Students must obtain a 75% passing mark per session to obtain a diploma. |
| *Partners:* | none listed |

## *Entrepreneurial Business Applications*

**Academy of Learning**

Langley, 20621 Logan Avenue, Suite 201, Langley, BC, V3A 7R3, 604-532-4040, F604-532-4001

*Sector:* Business Management

*Program Type:* Professional

*Overview:* Students will have the knowledge to meet the challenges of today's highly competitive world with the skills required by employers, or to operate their own small business.

*Length:* Customized

*Method of Delivery:* Customized

*Achievement:* Diploma

Students must obtain a 75% passing mark per session to obtain a diploma.

*Partners:* none listed

## *Entrepreneurial Business Applications*

**Academy of Learning**

Vancouver Broadway Station, #302-2555 Commercial Drive, Vancouver, BC, V5N 4C1, 604-876-8600, F604-876-4333

*Sector:* Business Management

*Program Type:* Professional

*Overview:* Students will have the knowledge to meet the challenges of today's highly competitive world with the skills required by employers, or to operate their own small business.

*Length:* Customized

*Method of Delivery:* Customized

*Achievement:* Diploma

Students must obtain a 75% passing mark per session to obtain a diploma.

*Partners:* none listed

## Entrepreneurial Business Applications

### Academy of Learning

Victoria, 1119 Blanchard Street, Victoria, BC, V8W 2H7, 250-385-1333, F250-385-0100

| | |
|---|---|
| *Sector:* | Business Management |
| *Program Type:* | Professional |
| *Overview:* | Students will have the knowledge to meet the challenges of today's highly competitive world with the skills required by employers, or to operate their own small business. |
| *Length:* | Customized |
| *Method of Delivery:* | Customized |
| *Achievement:* | Diploma<br>Students must obtain a 75% passing mark per session to obtain a diploma. |
| *Partners:* | none listed |

## Entrepreneurial Business Applications

### Academy of Learning

Vernon, #180-2306 Highway 6, Vernon, BC, V1T 7E3, 250-558-4788, F250-558-3632

| | |
|---|---|
| *Sector:* | Business Management |
| *Program Type:* | Professional |
| *Overview:* | Students will have the knowledge to meet the challenges of today's highly competitive world with the skills required by employers, or to operate their own small business. |
| *Length:* | Customized |
| *Method of Delivery:* | Customized |
| *Achievement:* | Diploma<br>Students must obtain a 75% passing mark per session to obtain a diploma. |
| *Partners:* | none listed |

## *Entrepreneurial Business Applications*

### Academy of Learning

Vancouver Westside, #214-1755 West Broadway, Vancouver, BC, V6J 4S5, 604-731-9378, F604-731-9384

| | |
|---|---|
| *Sector:* | Business Management |
| *Program Type:* | Professional |
| *Overview:* | Students will have the knowledge to meet the challenges of today's highly competitive world with the skills required by employers, or to operate their own small business. |
| *Length:* | Customized |
| *Method of Delivery:* | Customized |
| *Achievement:* | Diploma<br>Students must obtain a 75% passing mark per session to obtain a diploma. |
| *Partners:* | none listed |

## *Entrepreneurial Business Applications*

### Academy of Learning

Vancouver Distribution Centre, 1066 West Hastings Street, Vancouver, BC, V6E 3X1, 604-662-3419, F604-662-3580

| | |
|---|---|
| *Sector:* | Business Management |
| *Program Type:* | Professional |
| *Overview:* | Students will have the knowledge to meet the challenges of today's highly competitive world with the skills required by employers, or to operate their own small business. |
| *Length:* | Customized |
| *Method of Delivery:* | Customized |
| *Achievement:* | Diploma<br>Students must obtain a 75% passing mark per session to obtain a diploma. |
| *Partners:* | none listed |

## *Entrepreneurial Business Applications*

### Academy of Learning

Vancouver Downtown, #350-885 Dunsmuir Street, Vancouver, BC, V6C 1N5, 604-689-2667, F604-689-2672

| | |
|---|---|
| *Sector:* | Business Management |
| *Program Type:* | Professional |
| *Overview:* | Students will have the knowledge to meet the challenges of today's highly competitive world with the skills required by employers, or to operate their own small business. |
| *Length:* | Customized |
| *Method of Delivery:* | Customized |
| *Achievement:* | Diploma<br>Students must obtain a 75% passing mark per session to obtain a diploma. |
| *Partners:* | none listed |

## *Entrepreneurial Business Applications*

### Academy of Learning

Vancouver HO, 1221 Lonsdale Avenue, Suite 300, North Vancouver HO, BC, V7M 2H5, 604-987-4277, F604-987-4213

| | |
|---|---|
| *Sector:* | Business Management |
| *Program Type:* | Professional |
| *Overview:* | Students will have the knowledge to meet the challenges of today's highly competitive world with the skills required by employers, or to operate their own small business. |
| *Length:* | Customized |
| *Method of Delivery:* | Customized |
| *Achievement:* | Diploma<br>Students must obtain a 75% passing mark per session to obtain a diploma. |
| *Partners:* | none listed |

## *Entrepreneurial Business Applications*

### Academy of Learning

Surrey, 10070 King George Highway, Suite 102, Surrey, BC, V3T 2W4, 604-589-0101, F604-589-0788

*Sector:* Business Management

*Program Type:* Professional

*Overview:* Students will have the knowledge to meet the challenges of today's highly competitive world with the skills required by employers, or to operate their own small business.

*Length:* Customized

*Method of Delivery:* Customized

*Achievement:* Diploma

Students must obtain a 75% passing mark per session to obtain a diploma.

*Partners:* none listed

## *Entrepreneurial Business Applications*

### Academy of Learning

Vancouver North, #300-1221 Lonsdale Avenue, North Vancouver, BC, V7M 2H5, 604-980-0897, F604-980-9879

*Sector:* Business Management

*Program Type:* Professional

*Overview:* Students will have the knowledge to meet the challenges of today's highly competitive world with the skills required by employers, or to operate their own small business.

*Length:* Customized

*Method of Delivery:* Customized

*Achievement:* Diploma

Students must obtain a 75% passing mark per session to obtain a diploma.

*Partners:* none listed

## *Marketing Management*

**British Columbia Institute of Technology**

3700 Willingdon Avenue, Burnaby, BC, V5G 3H2, 604-434-5734

| | |
|---|---|
| *Sector:* | Business Management |
| *Program Type:* | Professional |
| *Overview:* | Equips graduates with a solid generalist background, and allows students to concentrate on the unique skills associated with specific sectors of our economy. |
| *Length:* | 2 year |
| *Method of Delivery:* | Classroom-Based |
| *Achievement:* | Diploma |
| *Partners:* | none listed |

## *Business Management*

**Camosun College**

Interurban Campus, 4461 Interurban Road, RR #3, Victoria, BC, V8X 3X1, 250-370 3841

| | |
|---|---|
| *Sector:* | Business Management |
| *Program Type:* | Professional |
| *Overview:* | It is designed to include a combination of required basic management skills and flexibility to enable participants to meet their existing business management needs. |
| *Length:* | Customized |
| *Method of Delivery:* | Classroom-Based |
| *Achievement:* | Certificate |
| *Partners:* | none listed |

## *Management Skills for Supervisors*

**College of New Caledonia**

3330-22nd Avenue, Prince George, BC, V2N 1P8

| | |
|---|---|
| *Sector:* | Business Management |
| *Program Type:* | Professional |
| *Overview:* | Delivered in three four-day modules, Part One: Interpersonal and Problem-Solving Skills. Part Two: Leadership, Motivation, and Team-Building Skills. Part Three: Self-Management, Stress & Time Management. |
| *Length:* | 12 day |
| *Method of Delivery:* | Classroom-Based |
| *Achievement:* | None Listed |
| *Partners:* | none listed |

## *Marketing Management Diploma Program*

**Douglas College**

PO Box 2503, New Westminster, BC, V3L 5B2, 604-527-5400, F604-527--5095

| | |
|---|---|
| *Sector:* | Business Management |
| *Program Type:* | Professional |
| *Overview:* | Designed to prepare students for a career in this area. Teaching techniques emphasize practical marketing skills with a blend of lectures, case studies, films and simulated business-world exercises. |
| *Length:* | 2 year |
| *Method of Delivery:* | Classroom-Based |
| *Achievement:* | Diploma |
| *Partners:* | none listed |

## *Business Management Certificate*

**Kwantlen University College**

12666-72 Avenue, Surrey, BC, V3W 2M8, 604-599-2534, F604-599-2736, web site: http://www.kwantlen.bc.ca

| | |
|---|---|
| *Sector:* | Business Management |
| *Program Type:* | Professional |
| *Overview:* | Expands, improves and updates skills, knowledge and understanding of business management in areas of interest and need. The program emphasizes real world and microcomputer business applications. |
| *Length:* | 1 year |
| *Method of Delivery:* | Classroom-Based |
| *Achievement:* | Certificate |
| *Partners:* | none listed |

## *Business Management Diploma*

**Kwantlen University College**

12666-72 Avenue, Surrey, BC, V3W 2M8, 604-599-2534, F604-599-2736, web site: http://www.kwantlen.bc.ca

| | |
|---|---|
| *Sector:* | Business Management |
| *Program Type:* | Professional |
| *Overview:* | Provides students with an understanding of the basic elements of management, business and the business environment. Students take specialized courses in human resources, production/operations management, organizational behavior, and other courses. |
| *Length:* | 2 year |
| *Method of Delivery:* | Classroom-Based |
| *Achievement:* | Diploma |
| *Partners:* | none listed |

## *Entrepreneurship Program*

**Kwantlen University College**

12666-72 Avenue, Surrey, BC, V3W 2M8, 604-599-2534, F604-599-2736, web site: http://www.kwantlen.bc.ca

| | |
|---|---|
| *Sector:* | Business Management |
| *Program Type:* | Professional |
| *Overview:* | Program covers the basic skills required to research, analyze, start and run a successful business. The program culminates in the written and verbal presentation of your business plan. The emphasis is on learning & applying practical skills. |
| *Length:* | 5 month part-time |
| *Method of Delivery:* | Classroom-Based |
| *Achievement:* | None Listed |
| *Partners:* | Human Resources Development Canada |

## *Retail Smarts*

**Kwantlen University College**

12666-72 Avenue, Surrey, BC, V3W 2M8, 604-599-2534, F604-599-2736, web site: http://www.kwantlen.bc.ca

| | |
|---|---|
| *Sector:* | Business Management |
| *Program Type:* | Professional |
| *Overview:* | Professional development opportunity for owners, supervisors and managers of small - to medium-sized retail stores and chains. |
| *Length:* | 5 workshops |
| *Method of Delivery:* | Classroom-Based |
| *Achievement:* | Certificate<br>Ryerson/Kwantlen Certificate of Completion. |
| *Partners:* | Retail Learning Initiative |

## *Small Business Program*

**Kwantlen University College**

12666-72 Avenue, Surrey, BC, V3W 2M8, 604-599-2534, F604-599-2736, web site: http://www.kwantlen.bc.ca

*Sector:* Business Management

*Program Type:* Professional

*Overview:* A Small Business Program Certificate of Completion will be issued to those who successfully complete; Supervisory Excellence, The Secrets of Successful Sales People, Start Your Own Successful Business, and Dynamic Customer Service.

*Length:* Unknown

*Method of Delivery:* Classroom-Based

*Achievement:* None Listed

*Partners:* none listed

## *Marketing And Sales Diploma*

**Langara College**

100 West 49th Avenue, Vancouver, BC, V5Y 2Z6, 604-323-5511, F604-323-5555

*Sector:* Business Management

*Program Type:* Professional

*Overview:* Prepares students for a variety of sales, advertising, marketing and management careers in the business, retail and customer service fields.

*Length:* 2 year

*Method of Delivery:* Classroom / Hands-On

*Achievement:* Diploma

Many of the program courses are university transferable.

*Partners:* none listed

## *Business Management*

**Malaspina University-College**

900 Fifth Street, Nanaimo, BC, V9R 5S5, 250-753-3245

| | |
|---|---|
| *Sector:* | Business Management |
| *Program Type:* | Professional |
| *Overview:* | Covers the subjects of accounting, economics, marketing, organizational behavior, business mathematics, and computer applications. In the second year, students choose one of four options: Accounting, Finance, General Management, or Marketing. |
| *Length:* | 2 year |
| *Method of Delivery:* | Classroom-Based |
| *Achievement:* | Diploma |
| *Partners:* | none listed |

## *Certificate in Business Management*

**Malaspina University-College**

900 Fifth Street, Nanaimo, BC, V9R 5S5, 250-753-3245

| | |
|---|---|
| *Sector:* | Business Management |
| *Program Type:* | Professional |
| *Overview:* | The Certificate in Business Management (CBM) program is designed for mid-career adults who seek to improve their management skills and are able to pursue their studies on a part-time basis only. |
| *Length:* | Customized |
| *Method of Delivery:* | Classroom-Based |
| *Achievement:* | Certificate |
| *Partners:* | none listed |

## *The Business Management Certificate*

**Northern Lights College**

11401-8th Street, Dawson Creek, BC, V1G 4G2, 250-782-525, F250-782-5233, email: appinfo@nlc.bc.ca

| | |
|---|---|
| *Sector:* | Business Management |
| *Program Type:* | Professional |
| *Overview:* | Develops critical problem solving and decision-making skills. |
| *Length:* | 1 year |
| *Method of Delivery:* | Classroom-Based |
| *Achievement:* | Certificate<br>Some credits are transferable to other professional programs. |
| *Partners:* | none listed |

## *The Business Management Diploma*

**Northern Lights College**

11401-8th Street, Dawson Creek, BC, V1G 4G2, 250-782-525, F250-782-5233, email: appinfo@nlc.bc.ca

| | |
|---|---|
| *Sector:* | Business Management |
| *Program Type:* | Professional |
| *Overview:* | Develops critical problem solving and decision-making skills. |
| *Length:* | 2 year |
| *Method of Delivery:* | Classroom-Based |
| *Achievement:* | Diploma<br>Some credits are transferable to other professional programs. |
| *Partners:* | none listed |

## Management Skills For Supervisors Certificate Program

**Okanagan University College**

3333 College Way, Kelowna, BC, V1V 1V7, 250-762-5445, web site: http://www.ouc.bc.ca/

| | |
|---|---|
| *Sector:* | Business Management |
| *Program Type:* | Professional |
| *Overview:* | Covers a broad range of supervisory skills. The program is practical and emphasizes the development of skills through videotape analysis, films, lectures, group discussions, practice sessions, case studies and self-scouring inventories. |
| *Length:* | 90 hour |
| *Method of Delivery:* | Classroom-Based |
| *Achievement:* | Certificate<br>Certified by Okanagan University College and the Ministry of Skills, Training and Labour, and endorsed by the Business Council of B.C. |
| *Partners:* | none listed |

## Marketing & Advertising A Small Business - Series Certificate Program

**Okanagan University College**

3333 College Way, Kelowna, BC, V1V 1V7, 250-762-5445, web site: http://www.ouc.bc.ca/

| | |
|---|---|
| *Sector:* | Business Management |
| *Program Type:* | Professional |
| *Overview:* | Understand the characteristics of your customers and what motivates them to buy your product or service. Learn which tools will be more effective and efficient in improving the position of your organization. |
| *Length:* | 8 hour |
| *Method of Delivery:* | Classroom-Based |
| *Achievement:* | Certificate |
| *Partners:* | none listed |

## *Business Administration Management*

**Sprott-Shaw Community College**

Chilliwack Campus, # 100 - 46165 Yale Road East, Chilliwack, BC, V2P 2P2, 604-795-0085
4

| | |
|---|---|
| *Sector:* | Business Management |
| *Program Type:* | Professional |
| *Overview:* | If you are one of the many who are starting a home-based or small business, you will find that the BAM program provides you with valuable skills needed to help you make good business decisions. |
| *Length:* | 33 week |
| *Method of Delivery:* | Classroom-Based |
| *Achievement:* | None Listed |
| *Partners:* | none listed |

## *Business Administration Management: Marketing & Sales*

**Sprott-Shaw Community College**

Chilliwack Campus, # 100 - 46165 Yale Road East, Chilliwack, BC, V2P 2P2, 604-795-0085
4

| | |
|---|---|
| *Sector:* | Business Management |
| *Program Type:* | Professional |
| *Overview:* | If you are considering a career in Sales and Marketing, or perhaps you are considering starting your own marketing company, you will find the basis for practically everything you will need to know in this diploma program. |
| *Length:* | 25 week |
| *Method of Delivery:* | Classroom-Based |
| *Achievement:* | Diploma |
| *Partners:* | none listed |

## *Marketing and Sales Certificate*

### University College of the Fraser Valley

45635 Yale Road, Chilliwack, BC, V2P 6T4, 604-792-0025, F604-792-2388

| | |
|---|---|
| *Sector:* | Business Management |
| *Program Type:* | Professional |
| *Overview:* | Designed for high school graduates interested in marketing and sales as a career. Provides a solid educational background for those currently in other fields but planning a career in marketing and sales. |
| *Length:* | Customized |
| *Method of Delivery:* | Classroom-Based |
| *Achievement:* | Certificate |
| *Partners:* | none listed |

# Manitoba

## *Entrepreneurial Business Applications*

### Academy of Learning

Dauphin Village Mall, 1430 Main Street South, PO Box 603, Dauphin, MB, R7N 2V4, 204-638-9997, F204-638-3497

*Sector:* Business Management

*Program Type:* Professional

*Overview:* Students will have the knowledge to meet the challenges of today's highly competitive world with the skills required by employers, or to operate their own small business.

*Length:* Customized

*Method of Delivery:* Customized

*Achievement:* Diploma

Students must obtain a 75% passing mark per session to obtain a diploma.

*Partners:* none listed

## *Entrepreneurial Business Applications*

### Academy of Learning

Winnipeg South, 100-1619 Pembina Hwy, Winnipeg, MB, R3T 2G5, 204-478-8884, F204-478-5020

*Sector:* Business Management

*Program Type:* Professional

*Overview:* Students will have the knowledge to meet the challenges of today's highly competitive world with the skills required by employers, or to operate their own small business.

*Length:* Customized

*Method of Delivery:* Customized

*Achievement:* Diploma

Students must obtain a 75% passing mark per session to obtain a diploma.

*Partners:* none listed

## *Entrepreneurial Business Applications*

**Academy of Learning**

Brandon, MB, R7A 4L7, 204-729-9225, F204-729-9235

*Sector:* Business Management

*Program Type:* Professional

*Overview:* Students will have the knowledge to meet the challenges of today's highly competitive world with the skills required by employers, or to operate their own small business.

*Length:* Customized

*Method of Delivery:* Customized

*Achievement:* Diploma
Students must obtain a 75% passing mark per session to obtain a diploma.

*Partners:* none listed

## *Entrepreneurial Business Applications*

**Academy of Learning**

Steinbach, PO Box 878, Steinbach, MB, R0A 2A0, 204-326-4188, F204-326-3480

*Sector:* Business Management

*Program Type:* Professional

*Overview:* Students will have the knowledge to meet the challenges of today's highly competitive world with the skills required by employers, or to operate their own small business.

*Length:* Customized

*Method of Delivery:* Customized

*Achievement:* Diploma
Students must obtain a 75% passing mark per session to obtain a diploma.

*Partners:* none listed

## Entrepreneurial Business Applications

### Academy of Learning

Winnipeg North, 77 Redwood Avenue, 2nd Floor, Winnipeg, MB, R2W 5J5, 204-582-9400, F204-582-8444

| | |
|---|---|
| *Sector:* | Business Management |
| *Program Type:* | Professional |
| *Overview:* | Students will have the knowledge to meet the challenges of today's highly competitive world with the skills required by employers, or to operate their own small business. |
| *Length:* | Customized |
| *Method of Delivery:* | Customized |
| *Achievement:* | Diploma<br>Students must obtain a 75% passing mark per session to obtain a diploma. |
| *Partners:* | none listed |

## Management Skills Certificate

### Assiniboine Community College

1430 Victoria Ave East, Brandon, MB, R7A 2A9, 204-726-6600

| | |
|---|---|
| *Sector:* | Business Management |
| *Program Type:* | Professional |
| *Overview:* | Includes training in business management, computers, communication, human resource, management, starting a small business, and bookkeeping. |
| *Length:* | 280 hour |
| *Method of Delivery:* | Classroom-Based |
| *Achievement:* | Certificate |
| *Partners:* | none listed |

## *Marketing for a Small Business*

**Assiniboine Community College**

1430 Victoria Ave East, Brandon, MB, R7A 2A9, 204-726-6600

| | |
|---|---|
| *Sector:* | Business Management |
| *Program Type:* | Professional |
| *Overview:* | For women who are working on their business plan or who are in business and are interested in developing a marketing plan. Reviews the basics of marketing and is an overview of tools that you can use in promoting your business. |
| *Length:* | 2 hours |
| *Method of Delivery:* | Classroom-Based |
| *Achievement:* | None Listed |
| *Partners:* | none listed |

# New Brunswick

## *Entrepreneurial Business Applications*

### Academy of Learning

Miramichi, 208 McCallum Street, Miramichi, NB, E1V 2A1, 506-622-8973, F506-622-3255

| | |
|---|---|
| *Sector:* | Business Management |
| *Program Type:* | Professional |
| *Overview:* | Students will have the knowledge to meet the challenges of today's highly competitive world with the skills required by employers, or to operate their own small business. |
| *Length:* | Customized |
| *Method of Delivery:* | Customized |
| *Achievement:* | Diploma<br>Students must obtain a 75% passing mark per session to obtain a diploma. |
| *Partners:* | none listed |

## *Entrepreneurial Business Applications*

### Academy of Learning

Fredericton, 525 Prospect Street East, Fredericton, NB, E3B 3B9, 506-458-8973, F506-453-7770

| | |
|---|---|
| *Sector:* | Business Management |
| *Program Type:* | Professional |
| *Overview:* | Students will have the knowledge to meet the challenges of today's highly competitive world with the skills required by employers, or to operate their own small business. |
| *Length:* | Customized |
| *Method of Delivery:* | Customized |
| *Achievement:* | Diploma<br>Students must obtain a 75% passing mark per session to obtain a diploma. |
| *Partners:* | none listed |

## *Entrepreneurial Business Applications*

**Academy of Learning**

Moncton, 1222 Main Street, Unit 1002, Moncton, NB, E1C 1H6, 506-855-8973, F506-855-0929

| | |
|---|---|
| *Sector:* | Business Management |
| *Program Type:* | Professional |
| *Overview:* | Students will have the knowledge to meet the challenges of today's highly competitive world with the skills required by employers, or to operate their own small business. |
| *Length:* | Customized |
| *Method of Delivery:* | Customized |
| *Achievement:* | Diploma<br>Students must obtain a 75% passing mark per session to obtain a diploma. |
| *Partners:* | none listed |

## *Entrepreneurial Business Applications*

**Academy of Learning**

Saint John, 87 Lansdowne Avenue, Lansdowne Place, Saint John, NB, E2K 3A1, 506-652-8973, F506-634-1997

| | |
|---|---|
| *Sector:* | Business Management |
| *Program Type:* | Professional |
| *Overview:* | Students will have the knowledge to meet the challenges of today's highly competitive world with the skills required by employers, or to operate their own small business. |
| *Length:* | Customized |
| *Method of Delivery:* | Customized |
| *Achievement:* | Diploma<br>Students must obtain a 75% passing mark per session to obtain a diploma. |
| *Partners:* | none listed |

## *Entrepreneurial Business Applications*

### Academy of Learning

Sussex, 508 Main Street, Sussex, NB, E4E 2S4, 506-433-3333, F506-433-3333

| | |
|---|---|
| *Sector:* | Business Management |
| *Program Type:* | Professional |
| *Overview:* | Students will have the knowledge to meet the challenges of today's highly competitive world with the skills required by employers, or to operate their own small business. |
| *Length:* | Customized |
| *Method of Delivery:* | Customized |
| *Achievement:* | Diploma<br>Students must obtain a 75% passing mark per session to obtain a diploma. |
| *Partners:* | none listed |

## *Entrepreneurial Business Applications*

### Academy of Learning

Bathurst, 219 Main Street, Bathurst, NB, E2A 1A9, 506-548-5453, F506-548-5220

| | |
|---|---|
| *Sector:* | Business Management |
| *Program Type:* | Professional |
| *Overview:* | Students will have the knowledge to meet the challenges of today's highly competitive world with the skills required by employers, or to operate their own small business. |
| *Length:* | Customized |
| *Method of Delivery:* | Customized |
| *Achievement:* | Diploma<br>Students must obtain a 75% passing mark per session to obtain a diploma. |
| *Partners:* | none listed |

## Business Technology, Option: Marketing

### New Brunswick Community College

Saint John Campus, PO Box 2270, Grandview Avenue, Saint John, NB, E2L 3V1, 506-658-6601,
F506-643-7351, web site: http://www.saintjohn.nbcc.nb.ca

| | |
|---|---|
| *Sector* | Business Management |
| *Program Type* | Professional |
| *Overview* | Designed to give students a thorough grasp of marketing skills, this program involves students in specialized training in consumer behavior, promotion, retailing, advertising and communications. |
| *Length* | 2 year |
| *Method of Delivery* | Classroom-Based |
| *Achievement* | None Listed |
| *Partners* | none listed |

## Business Technology, Option: Marketing

### New Brunswick Community College

Moncton Campus, 1234 Mountain Road, Moncton, NB, E1C 8H9, 506-856-2220, web site:
www.moncton.nbcc.nb.ca

| | |
|---|---|
| *Sector* | Business Management |
| *Program Type* | Professional |
| *Overview* | Designed to give students a thorough grasp of marketing skills, this program involves students in specialized training in consumer behavior, promotion, retailing, advertising and communications. |
| *Length* | 2 year |
| *Method of Delivery* | Classroom-Based |
| *Achievement* | None Listed |
| *Partners* | none listed |

# Newfoundland

## *Entrepreneurial Business Applications*

### Academy of Learning

St John's, 332 Water Street, St. John's, NF, A1C 1C1, 709-579-7771, F709-579-7774

| | |
|---|---|
| *Sector:* | Business Management |
| *Program Type:* | Professional |
| *Overview:* | Students will have the knowledge to meet the challenges of today's highly competitive world with the skills required by employers, or to operate their own small business. |
| *Length:* | Customized |
| *Method of Delivery:* | Customized |
| *Achievement:* | Diploma<br>Students must obtain a 75% passing mark per session to obtain a diploma. |
| *Partners:* | none listed |

# Nova Scotia

## *Entrepreneurial Business Applications*

**Academy of Learning**

Halifax, 6960 Mumford Road, Suite 105, Halifax, NS, B3L 4P1, 902-455-3395, F902-455-3395

| | |
|---|---|
| *Sector:* | Business Management |
| *Program Type:* | Professional |
| *Overview:* | Students will have the knowledge to meet the challenges of today's highly competitive world with the skills required by employers, or to operate their own small business. |
| *Length:* | Customized |
| *Method of Delivery:* | Customized |
| *Achievement:* | Diploma<br>Students must obtain a 75% passing mark per session to obtain a diploma. |
| *Partners:* | none listed |

## *Entrepreneurial Business Applications*

**Academy of Learning**

Dartmouth, 300 Prince Albert Road, Suite 100a, Dartmouth, NS, B2Y 4J2, 902-469-8973, F902-469-8973

| | |
|---|---|
| *Sector:* | Business Management |
| *Program Type:* | Professional |
| *Overview:* | Students will have the knowledge to meet the challenges of today's highly competitive world with the skills required by employers, or to operate their own small business. |
| *Length:* | Customized |
| *Method of Delivery:* | Customized |
| *Achievement:* | Diploma<br>Students must obtain a 75% passing mark per session to obtain a diploma. |
| *Partners:* | none listed |

## *The Effective Management Program:*

### Nova Scotia Agricultural College

PO Box 550, Truro, NS, B2N 5E3, 902-893-6600, F902-897-9399, email: NSAC_info@nsac.ns.ca

| | |
|---|---|
| *Sector:* | Business Management |
| *Program Type:* | Professional |
| *Overview:* | Course offers information on personal planning, goal and priority setting, time management, communications, conducting meetings, effectiveness, dynamics of working together, motivation, delegation, supervision and leadership. |
| *Length:* | 2 day |
| *Method of Delivery:* | Customized |
| *Achievement:* | None Listed |
| *Partners:* | none listed |

## *Business Administration: Management*

### Nova Scotia Community College

Burridge Campus, 372 Pleasant Street, Yarmouth, NS, B5A 2L2, 902-742-0760, F902-742-0519, email: buadmissions@nscc.ns.ca

| | |
|---|---|
| *Sector:* | Business Management |
| *Program Type:* | Professional |
| *Overview:* | The graduate of this diploma program will be eligible for positions in middle management, management trainees, line supervisors and office administrators. |
| *Length:* | 1 year |
| *Method of Delivery:* | Classroom-Based |
| *Achievement:* | Diploma |
| *Partners:* | none listed |

## *Business Administration: Marketing*

**Nova Scotia Community College**

Akerley Campus, 21 Woodlawn Road, Dartmouth, NS, B2W 2R7, 902-491-4900, F902-491-4946, email: akadmissions@nscc.ns.ca

| | |
|---|---|
| *Sector:* | Business Management |
| *Program Type:* | Professional |
| *Overview:* | Provides students with an introduction to markets, market studies, and marketing analysis as a basis for strategic decision-making. Develops skills in customer relations, students acquire a thorough knowledge of basic business principles and applications |
| *Length:* | 1 year |
| *Method of Delivery:* | Classroom-Based |
| *Achievement:* | Diploma |
| *Partners:* | none listed |

## *Business Administration: Marketing*

**Nova Scotia Community College**

Pictou Campus, 39 Acadia Avenue, PO Box 820, Stellarton, NS, B0K 1S0, 902-752-2002, F902-752-5446, email: piadmissions@nscc.ns.ca

| | |
|---|---|
| *Sector:* | Business Management |
| *Program Type:* | Professional |
| *Overview:* | Provides students with an introduction to markets, market studies, and marketing analysis as a basis for strategic decision-making. Develops skills in customer relations, students acquire a thorough knowledge of basic business principles and applications |
| *Length:* | 1 year |
| *Method of Delivery:* | Classroom-Based |
| *Achievement:* | Diploma |
| *Partners:* | none listed |

## *Business Information Technology*

**Nova Scotia Community College**

Truro Campus, 36 Arthur Street, Truro, NS, B2N 1X5, 902-893-5346, F902-893-6601, email: tradmissions@nscc.ns.ca

*Sector:* Business Management

*Program Type:* Professional

*Overview:* Provides students with a solid foundation of employability skills: the academic, personal management, and teamwork skills that form the foundation of a high quality workforce.

*Length:* 1 year

*Method of Delivery:* Classroom-Based

*Achievement:* Certificate

*Partners:* none listed

## *Business Information Technology*

**Nova Scotia Community College**

Cumberland Campus, 1 Main Street, PO Box 550, Springhill, NS, B0M 1X0, 902-597-3737, F902-597-8548, email: cuadmissions@nscc.ns.ca

*Sector:* Business Management

*Program Type:* Professional

*Overview:* Provides students with a solid foundation of employability skills: the academic, personal management, and teamwork skills that form the foundation of a high quality workforce.

*Length:* 1 year

*Method of Delivery:* Classroom-Based

*Achievement:* Certificate

*Partners:* none listed

## Business Information Technology

**Nova Scotia Community College**

Halifax Campus, 1825 Bell Road, Halifax, NS, B3H 2Z4, 902-491-4636, F902-491-4711, email: haadmissions@nscc.ns.ca

*Sector:* Business Management

*Program Type:* Professional

*Overview:* Provides students with a solid foundation of employability skills: the academic, personal management, and teamwork skills that form the foundation of a high quality workforce.

*Length:* 1 year

*Method of Delivery:* Classroom-Based

*Achievement:* Certificate

*Partners:* none listed

## Business Information Technology

**Nova Scotia Community College**

Kingstec Campus, 236 Belcher Street, PO Box 487, Kentville, NS, B4N 3X3, 902-678-7341, F902-679-4381, email: kiadmissions@nscc.ns.ca

*Sector:* Business Management

*Program Type:* Professional

*Overview:* Provides students with a solid foundation of employability skills: the academic, personal management, and teamwork skills that form the foundation of a high quality workforce.

*Length:* 1 year

*Method of Delivery:* Classroom-Based

*Achievement:* Certificate

*Partners:* none listed

## Business Information Technology

### Nova Scotia Community College

Lunenburg Campus, 75 High Street, Bridgewater, NS, B4V 1V8, 902-543-4608, F902-543-0190, email: luadmissions@nscc.ns.ca

| | |
|---|---|
| *Sector:* | Business Management |
| *Program Type:* | Professional |
| *Overview:* | Provides students with a solid foundation of employability skills: the academic, personal management, and teamwork skills that form the foundation of a high quality workforce. |
| *Length:* | 1 year |
| *Method of Delivery:* | Classroom-Based |
| *Achievement:* | Certificate |
| *Partners:* | none listed |

## Business Information Technology

### Nova Scotia Community College

Marconi Campus, PO Box 1042, 1240 Grand Lake Road, Sydney, NS, B1P 6J7, 902-563-2450, F902-563-3440, email: maadmissions@nscc.ns.ca

| | |
|---|---|
| *Sector:* | Business Management |
| *Program Type:* | Professional |
| *Overview:* | Provides students with a solid foundation of employability skills: the academic, personal management, and teamwork skills that form the foundation of a high quality workforce. |
| *Length:* | 1 year |
| *Method of Delivery:* | Classroom-Based |
| *Achievement:* | Certificate |
| *Partners:* | none listed |

## *Business Information Technology*

**Nova Scotia Community College**

Pictou Campus, 39 Acadia Avenue, PO Box 820, Stellarton, NS, B0K 1S0, 902-752-2002, F902-752-5446, email: piadmissions@nscc.ns.ca

| | |
|---|---|
| *Sector:* | Business Management |
| *Program Type:* | Professional |
| *Overview:* | Provides students with a solid foundation of employability skills: the academic, personal management, and teamwork skills that form the foundation of a high quality workforce. |
| *Length:* | 1 year |
| *Method of Delivery:* | Classroom-Based |
| *Achievement:* | Certificate |
| *Partners:* | none listed |

## *Business Information Technology*

**Nova Scotia Community College**

Shelburne Campus, 1575 Lake Road, Shelburne, NS, B0T 1W0, 902-875-8640, F902-875-3797, email: shadmissions@nscc.ns.ca

| | |
|---|---|
| *Sector:* | Business Management |
| *Program Type:* | Professional |
| *Overview:* | Provides students with a solid foundation of employability skills: the academic, personal management, and teamwork skills that form the foundation of a high quality workforce. |
| *Length:* | 1 year |
| *Method of Delivery:* | Classroom-Based |
| *Achievement:* | Certificate |
| *Partners:* | none listed |

## *Business Information Technology*

**Nova Scotia Community College**

Burridge Campus, 372 Pleasant Street, Yarmouth, NS, B5A 2L2, 902-742-0760, F902-742-0519, email: buadmissions@nscc.ns.ca

*Sector:* Business Management

*Program Type:* Professional

*Overview:* Provides students with a solid foundation of employability skills: the academic, personal management, and teamwork skills that form the foundation of a high quality workforce.

*Length:* 1 year

*Method of Delivery:* Classroom-Based

*Achievement:* Certificate

*Partners:* none listed

## *Business Information Technology*

**Nova Scotia Community College**

Annapolis Valley Campus, 50 Elliott Road, Lawrencetown, NS, BOS 1M0, 902-825-2930, F902-825-2285, email: avadmissions@nscc.ns.ca

*Sector:* Business Management

*Program Type:* Professional

*Overview:* Provides students with a solid foundation of employability skills: the academic, personal management, and teamwork skills that form the foundation of a high quality workforce.

*Length:* 1 year

*Method of Delivery:* Classroom-Based

*Achievement:* Certificate

*Partners:* none listed

## Business Information Technology

### Nova Scotia Community College

Akerley Campus, 21 Woodlawn Road, Dartmouth, NS, B2W 2R7, 902-491-4900, F902-491-4946,
email: akadmissions@nscc.ns.ca

*Sector:* Business Management

*Program Type:* Professional

*Overview:* Provides students with a solid foundation of employability skills: the academic, personal management, and teamwork skills that form the foundation of a high quality workforce.

*Length:* 1 year

*Method of Delivery:* Classroom-Based

*Achievement:* Certificate

*Partners:* none listed

## Business Information Technology

### Nova Scotia Community College

Strait Area Campus, 226 Reeves Street, PO Box 1225, Port Hawkesbury, NS, B0E 2V0, 902- 625-4017,
F902-625-0193, email: stadmissions@nscc.ns.ca

*Sector:* Business Management

*Program Type:* Professional

*Overview:* Provides students with a solid foundation of employability skills: the academic, personal management, and teamwork skills that form the foundation of a high quality workforce.

*Length:* 1 year

*Method of Delivery:* Classroom-Based

*Achievement:* Certificate

*Partners:* none listed

## Marketing & Sales

### Nova Scotia Community College

Lunenburg Campus, 75 High Street, Bridgewater, NS, B4V 1V8, 902-543-4608, F902-543-0190, email: luadmissions@nscc.ns.ca

| | |
|---|---|
| *Sector:* | Business Management |
| *Program Type:* | Professional |
| *Overview:* | Designed to provide the skills necessary for a career in marketing and sales. The program focuses on fundamentals of consumer and industrial marketing and selling. |
| *Length:* | 1 year |
| *Method of Delivery:* | Classroom / Workplace |
| *Achievement:* | Certificate |
| *Partners:* | none listed |

## Certificate in Management

### Saint Mary's University

Halifax, NS, B3H 3C3, 902-420-5492, F902-420-5103

| | |
|---|---|
| *Sector:* | Business Management |
| *Program Type:* | Professional |
| *Overview:* | Promotes management and its professional applications. |
| *Length:* | Unknown |
| *Method of Delivery:* | Classroom-Based |
| *Achievement:* | Certificate |
| *Partners:* | none listed |

## *Management Development for Women*

**Saint Mary's University**

The World Trade Centre, Halifax, NS, B3J 3N8, 902-420-5638, F902-420-5284

| | |
|---|---|
| *Sector:* | Business Management |
| *Program Type:* | Professional |
| *Overview:* | Program is especially suited to women who are about to become managers or are new to management. Through classroom learning and work-based assignments, the program focuses on developing management skills which can be used immediately in the work setting. |
| *Length:* | Unknown |
| *Method of Delivery:* | Classroom-Based |
| *Achievement:* | Certificate |
| *Partners:* | Mount Saint Vincent University |

## *Skills for Sales Management*

**Saint Mary's University**

The World Trade Centre, Halifax, NS, B3J 3N8, 902-420-5638, F902-420-5284

| | |
|---|---|
| *Sector:* | Business Management |
| *Program Type:* | Professional |
| *Overview:* | Students will identify the challenges facing professional sales managers and explore the management skills required to meet those challenges. |
| *Length:* | 15 days |
| *Method of Delivery:* | Classroom-Based |
| *Achievement:* | Certificate<br>Credit can be applied toward certification as a Certified Sales Professional (CSP) |
| *Partners:* | none listed |

## *Skills for Sales Success*

### Saint Mary's University

The World Trade Centre, Halifax, NS, B3J 3N8, 902-420-5638, F902-420-5284

| | |
|---|---|
| *Sector:* | Business Management |
| *Program Type:* | Professional |
| *Overview:* | In class, students will examine the theory behind the selling process, use case studies and examples to explore new technologies and apply this knowledge to your own business environment |
| *Length:* | 15 Days |
| *Method of Delivery:* | Classroom-Based |
| *Achievement:* | Certificate |
| *Partners:* | none listed |

# Ontario

## *Entrepreneurial Business Applications*

### Academy of Learning

Kitchener, 100 Victoria Street North, Unit 1, Kitchener, ON, N2H 6R5, 519-749-0318, F519-749-8196

*Sector:* Business Management

*Program Type:* Professional

*Overview:* Students will have the knowledge to meet the challenges of today's highly competitive world with the skills required by employers, or to operate their own small business.

*Length:* Customized

*Method of Delivery:* Customized

*Achievement:* Diploma
Students must obtain a 75% passing mark per session to obtain a diploma.

*Partners:* none listed

## *Entrepreneurial Business Applications*

### Academy of Learning

Kingston, 234 Concession Street, Suite 204, Kingston, ON, K7K 6W6, 613-544-8973, F613-544-8980

*Sector:* Business Management

*Program Type:* Professional

*Overview:* Students will have the knowledge to meet the challenges of today's highly competitive world with the skills required by employers, or to operate their own small business.

*Length:* Customized

*Method of Delivery:* Customized

*Achievement:* Diploma
Students must obtain a 75% passing mark per session to obtain a diploma.

*Partners:* none listed

## *Entrepreneurial Business Applications*

### Academy of Learning

Cambridge, 1315 Bishop Street, Unit 135, Cambridge, ON, N1R 6Z2, 519-622-7271, F519-622-8952

*Sector:* Business Management

*Program Type:* Professional

*Overview:* Students will have the knowledge to meet the challenges of today's highly competitive world with the skills required by employers, or to operate their own small business.

*Length:* Customized

*Method of Delivery:* Customized

*Achievement:* Diploma
Students must obtain a 75% passing mark per session to obtain a diploma.

*Partners:* none listed

## *Entrepreneurial Business Applications*

### Academy of Learning

Sarnia, 49 Finch Drive, Unit 5, Sarnia, ON, N7S 5C6, 519-337-8973, F519-337-6336

*Sector:* Business Management

*Program Type:* Professional

*Overview:* Students will have the knowledge to meet the challenges of today's highly competitive world with the skills required by employers, or to operate their own small business.

*Length:* Customized

*Method of Delivery:* Customized

*Achievement:* Diploma
Students must obtain a 75% passing mark per session to obtain a diploma.

*Partners:* none listed

## *Entrepreneurial Business Applications*

### Academy of Learning

Sault Ste. Marie, 648 Queen Street East, Sault Ste. Marie, ON, P6A 2A4, 705-253-8973, F705-946-1470

*Sector:* Business Management

*Program Type:* Professional

*Overview:* Students will have the knowledge to meet the challenges of today's highly competitive world with the skills required by employers, or to operate their own small business.

*Length:* Customized

*Method of Delivery:* Customized

*Achievement:* Diploma

Students must obtain a 75% passing mark per session to obtain a diploma.

*Partners:* none listed

## *Entrepreneurial Business Applications*

### Academy of Learning

Sheridan Mall, 1700 Wilson Avenue, Unit 201, North York, ON, M3L 1B2, 416-614-3333, F416-614-0121

*Sector:* Business Management

*Program Type:* Professional

*Overview:* Students will have the knowledge to meet the challenges of today's highly competitive world with the skills required by employers, or to operate their own small business.

*Length:* Customized

*Method of Delivery:* Customized

*Achievement:* Diploma

Students must obtain a 75% passing mark per session to obtain a diploma.

*Partners:* none listed

## *Entrepreneurial Business Applications*

### Academy of Learning

Akwesasne, PO Box 1634, Cornwall, ON, K6H 5V6, 613-932-8716, F613-932-8460

| | |
|---|---|
| *Sector:* | Business Management |
| *Program Type:* | Professional |
| *Overview:* | Students will have the knowledge to meet the challenges of today's highly competitive world with the skills required by employers, or to operate their own small business. |
| *Length:* | Customized |
| *Method of Delivery:* | Customized |
| *Achievement:* | Diploma<br>Students must obtain a 75% passing mark per session to obtain a diploma. |
| *Partners:* | none listed |

## *Entrepreneurial Business Applications*

### Academy of Learning

Barrie, 64 Cedar Pointe Drive, Unit 1402, Barrie, ON, L4N 5R7, 705-721-8119, F705-721-5130

| | |
|---|---|
| *Sector:* | Business Management |
| *Program Type:* | Professional |
| *Overview:* | Students will have the knowledge to meet the challenges of today's highly competitive world with the skills required by employers, or to operate their own small business. |
| *Length:* | Customized |
| *Method of Delivery:* | Customized |
| *Achievement:* | Diploma<br>Students must obtain a 75% passing mark per session to obtain a diploma. |
| *Partners:* | none listed |

## *Entrepreneurial Business Applications*

**Academy of Learning**

Belleville, 444 Dundas Street East, Belleville, ON, K8N 1E9, 613-967-8973, F613-967-4642

*Sector:* Business Management

*Program Type:* Professional

*Overview:* Students will have the knowledge to meet the challenges of today's highly competitive world with the skills required by employers, or to operate their own small business.

*Length:* Customized

*Method of Delivery:* Customized

*Achievement:* Diploma

Students must obtain a 75% passing mark per session to obtain a diploma.

*Partners:* none listed

## *Entrepreneurial Business Applications*

**Academy of Learning**

Brampton, 45 Bramalea Road, Unit 202, Brampton, ON, L6T 2W4, 905-458-0390, F905-458-0485

*Sector:* Business Management

*Program Type:* Professional

*Overview:* Students will have the knowledge to meet the challenges of today's highly competitive world with the skills required by employers, or to operate their own small business.

*Length:* Customized

*Method of Delivery:* Customized

*Achievement:* Diploma

Students must obtain a 75% passing mark per session to obtain a diploma.

*Partners:* none listed

## *Entrepreneurial Business Applications*

### Academy of Learning

Brantford, 366 Dalhousie Street, Brantford, ON, N3S 3W2, 519-753-7182, F519-759-0764

| | |
|---|---|
| *Sector:* | Business Management |
| *Program Type:* | Professional |
| *Overview:* | Students will have the knowledge to meet the challenges of today's highly competitive world with the skills required by employers, or to operate their own small business. |
| *Length:* | Customized |
| *Method of Delivery:* | Customized |
| *Achievement:* | Diploma<br>Students must obtain a 75% passing mark per session to obtain a diploma. |
| *Partners:* | none listed |

## *Entrepreneurial Business Applications*

### Academy of Learning

Brimley/Eglinton, 2637 Eglinton Avenue East, Scarborough, ON, M1K 2S2, 416-265-8973, F416-265-4767

| | |
|---|---|
| *Sector:* | Business Management |
| *Program Type:* | Professional |
| *Overview:* | Students will have the knowledge to meet the challenges of today's highly competitive world with the skills required by employers, or to operate their own small business. |
| *Length:* | Customized |
| *Method of Delivery:* | Customized |
| *Achievement:* | Diploma<br>Students must obtain a 75% passing mark per session to obtain a diploma. |
| *Partners:* | none listed |

## *Entrepreneurial Business Applications*

### Academy of Learning

Dufferin/Eglinton, 2010 Eglinton Avenue West, Unit 201, Toronto, ON, M6E 2K3, 416-782-8282, F416-782-3174

| | |
|---|---|
| *Sector:* | Business Management |
| *Program Type:* | Professional |
| *Overview:* | Students will have the knowledge to meet the challenges of today's highly competitive world with the skills required by employers, or to operate their own small business. |
| *Length:* | Customized |
| *Method of Delivery:* | Customized |
| *Achievement:* | Diploma<br>Students must obtain a 75% passing mark per session to obtain a diploma. |
| *Partners:* | none listed |

## *Entrepreneurial Business Applications*

### Academy of Learning

Burlington, 760 Brant Street, Burlington, ON, L7R 4B7, 905-333-1349, F905-333-1349

| | |
|---|---|
| *Sector:* | Business Management |
| *Program Type:* | Professional |
| *Overview:* | Students will have the knowledge to meet the challenges of today's highly competitive world with the skills required by employers, or to operate their own small business. |
| *Length:* | Customized |
| *Method of Delivery:* | Customized |
| *Achievement:* | Diploma<br>Students must obtain a 75% passing mark per session to obtain a diploma. |
| *Partners:* | none listed |

## *Entrepreneurial Business Applications*

### Academy of Learning

High Park, 2323 Bloor Street West, Suite 216, Toronto, ON, M6S 4W1, 416-767-7679, F416-767-8897

*Sector:* Business Management

*Program Type:* Professional

*Overview:* Students will have the knowledge to meet the challenges of today's highly competitive world with the skills required by employers, or to operate their own small business.

*Length:* Customized

*Method of Delivery:* Customized

*Achievement:* Diploma

Students must obtain a 75% passing mark per session to obtain a diploma.

*Partners:* none listed

## *Entrepreneurial Business Applications*

### Academy of Learning

Chatham, 433 Merritt Avenue, Unit B, Chatham, ON, N7M 3G3, 519-351-9405, F519-351-2109

*Sector:* Business Management

*Program Type:* Professional

*Overview:* Students will have the knowledge to meet the challenges of today's highly competitive world with the skills required by employers, or to operate their own small business.

*Length:* Customized

*Method of Delivery:* Customized

*Achievement:* Diploma

Students must obtain a 75% passing mark per session to obtain a diploma.

*Partners:* none listed

## *Entrepreneurial Business Applications*

### Academy of Learning

Cornwall, 225 Pitt Street, Cornwall, ON, K6J 3P8, 613-936-8973, F613-936-6685

| | |
|---|---|
| *Sector:* | Business Management |
| *Program Type:* | Professional |
| *Overview:* | Students will have the knowledge to meet the challenges of today's highly competitive world with the skills required by employers, or to operate their own small business. |
| *Length:* | Customized |
| *Method of Delivery:* | Customized |
| *Achievement:* | Diploma<br>Students must obtain a 75% passing mark per session to obtain a diploma. |
| *Partners:* | none listed |

## *Entrepreneurial Business Applications*

### Academy of Learning

Danforth/Pape, 658 Danforth Avenue, Suite 401, Toronto, ON, M4J 5B9, 416-778-4554, F416-778-5903

| | |
|---|---|
| *Sector:* | Business Management |
| *Program Type:* | Professional |
| *Overview:* | Students will have the knowledge to meet the challenges of today's highly competitive world with the skills required by employers, or to operate their own small business. |
| *Length:* | Customized |
| *Method of Delivery:* | Customized |
| *Achievement:* | Diploma<br>Students must obtain a 75% passing mark per session to obtain a diploma. |
| *Partners:* | none listed |

## Entrepreneurial Business Applications

### Academy of Learning

Downsview, 3895 Keele Street, North York, ON, M3J 1N6, 416-631-3333, F416-631-0054

*Sector:* Business Management

*Program Type:* Professional

*Overview:* Students will have the knowledge to meet the challenges of today's highly competitive world with the skills required by employers, or to operate their own small business.

*Length:* Customized

*Method of Delivery:* Customized

*Achievement:* Diploma
Students must obtain a 75% passing mark per session to obtain a diploma.

*Partners:* none listed

## Entrepreneurial Business Applications

### Academy of Learning

Etobicoke, 4920 Dundas Street West, Suite 201, Etobicoke, ON, M9A 1B7, 416-234-8973, F416-234-9979

*Sector:* Business Management

*Program Type:* Professional

*Overview:* Students will have the knowledge to meet the challenges of today's highly competitive world with the skills required by employers, or to operate their own small business.

*Length:* Customized

*Method of Delivery:* Customized

*Achievement:* Diploma
Students must obtain a 75% passing mark per session to obtain a diploma.

*Partners:* none listed

## *Entrepreneurial Business Applications*

### Academy of Learning

Flemingdon Park, 747 Don Mills Road, Unit 6, Flemingdon Park Centre, Don Mills, ON, M3C 1T2, 416-429-5881, F416-429-7286

| | |
|---|---|
| *Sector:* | Business Management |
| *Program Type:* | Professional |
| *Overview:* | Students will have the knowledge to meet the challenges of today's highly competitive world with the skills required by employers, or to operate their own small business. |
| *Length:* | Customized |
| *Method of Delivery:* | Customized |
| *Achievement:* | Diploma<br>Students must obtain a 75% passing mark per session to obtain a diploma. |
| *Partners:* | none listed |

## *Entrepreneurial Business Applications*

### Academy of Learning

Guelph, 226 Speedvale Avenue West, Unit 9, Guelph, ON, N1H 1C4, 519-824-9431, F519-824-8306

| | |
|---|---|
| *Sector:* | Business Management |
| *Program Type:* | Professional |
| *Overview:* | Students will have the knowledge to meet the challenges of today's highly competitive world with the skills required by employers, or to operate their own small business. |
| *Length:* | Customized |
| *Method of Delivery:* | Customized |
| *Achievement:* | Diploma<br>Students must obtain a 75% passing mark per session to obtain a diploma. |
| *Partners:* | none listed |

## *Entrepreneurial Business Applications*

### Academy of Learning

Hamilton Lower, 554 Main Street East, Hamilton, ON, L8M 1J3, 905-777-8553, F905-777-0103

*Sector:* Business Management

*Program Type:* Professional

*Overview:* Students will have the knowledge to meet the challenges of today's highly competitive world with the skills required by employers, or to operate their own small business.

*Length:* Customized

*Method of Delivery:* Customized

*Achievement:* Diploma

Students must obtain a 75% passing mark per session to obtain a diploma.

*Partners:* none listed

## *Entrepreneurial Business Applications*

### Academy of Learning

Hamilton Upper, 1070 Stone Church Road East, Unit 30, Hamilton, ON, L8W 3K8, 905-575-3276, F905-575-8849

*Sector:* Business Management

*Program Type:* Professional

*Overview:* Students will have the knowledge to meet the challenges of today's highly competitive world with the skills required by employers, or to operate their own small business.

*Length:* Customized

*Method of Delivery:* Customized

*Achievement:* Diploma

Students must obtain a 75% passing mark per session to obtain a diploma.

*Partners:* none listed

## *Entrepreneurial Business Applications*

**Academy of Learning**

Head Office, 100 York Boulevard, Suite 400, Richmond Hill, ON, L4B 1J8, 905-886-8973, F905-886-8591

*Sector:* Business Management

*Program Type:* Professional

*Overview:* Students will have the knowledge to meet the challenges of today's highly competitive world with the skills required by employers, or to operate their own small business.

*Length:* Customized

*Method of Delivery:* Customized

*Achievement:* Diploma

Students must obtain a 75% passing mark per session to obtain a diploma.

*Partners:* none listed

## *Entrepreneurial Business Applications*

**Academy of Learning**

Brockville, 2495 Parkedale Avenue, Unit #2, Brockville, ON, K6V 3H2, 613-345-4073, F613-345-4117

*Sector:* Business Management

*Program Type:* Professional

*Overview:* Students will have the knowledge to meet the challenges of today's highly competitive world with the skills required by employers, or to operate their own small business.

*Length:* Customized

*Method of Delivery:* Customized

*Achievement:* Diploma

Students must obtain a 75% passing mark per session to obtain a diploma.

*Partners:* none listed

## Entrepreneurial Business Applications

### Academy of Learning

Ottawa South, 1355 Bank Street, Suite 206, Ottawa South, ON, K1H 8K7, 613-526-8973, F613-526-5896

| | |
|---|---|
| *Sector:* | Business Management |
| *Program Type:* | Professional |
| *Overview:* | Students will have the knowledge to meet the challenges of today's highly competitive world with the skills required by employers, or to operate their own small business. |
| *Length:* | Customized |
| *Method of Delivery:* | Customized |
| *Achievement:* | Diploma<br>Students must obtain a 75% passing mark per session to obtain a diploma. |
| *Partners:* | none listed |

## Entrepreneurial Business Applications

### Academy of Learning

Newmarket, 18 Main Street South, Newmarket, ON, L3Y 3Y1, 905-836-8973, F905-836-9712

| | |
|---|---|
| *Sector:* | Business Management |
| *Program Type:* | Professional |
| *Overview:* | Students will have the knowledge to meet the challenges of today's highly competitive world with the skills required by employers, or to operate their own small business. |
| *Length:* | Customized |
| *Method of Delivery:* | Customized |
| *Achievement:* | Diploma<br>Students must obtain a 75% passing mark per session to obtain a diploma. |
| *Partners:* | none listed |

## *Entrepreneurial Business Applications*

### Academy of Learning

North Bay, 18 Marshall Avenue East, North Bay, ON, P1A 1R1, 705-840-2587, F705-840-2524

| | |
|---|---|
| *Sector:* | Business Management |
| *Program Type:* | Professional |
| *Overview:* | Students will have the knowledge to meet the challenges of today's highly competitive world with the skills required by employers, or to operate their own small business. |
| *Length:* | Customized |
| *Method of Delivery:* | Customized |
| *Achievement:* | Diploma<br>Students must obtain a 75% passing mark per session to obtain a diploma. |
| *Partners:* | none listed |

## *Entrepreneurial Business Applications*

### Academy of Learning

Markham, 3075 Pharmacy Avenue, Scarborough, ON, M1W 2H1, 416-499-7994, F416-499-3060

| | |
|---|---|
| *Sector:* | Business Management |
| *Program Type:* | Professional |
| *Overview:* | Students will have the knowledge to meet the challenges of today's highly competitive world with the skills required by employers, or to operate their own small business. |
| *Length:* | Customized |
| *Method of Delivery:* | Customized |
| *Achievement:* | Diploma<br>Students must obtain a 75% passing mark per session to obtain a diploma. |
| *Partners:* | none listed |

## *Entrepreneurial Business Applications*

**Academy of Learning**

Orangeville, 400 Townline Road, Unit 6 & 7, Orangeville, ON, L9W 3Z6, 519-940-0110, F519-940-0072

*Sector:* Business Management

*Program Type:* Professional

*Overview:* Students will have the knowledge to meet the challenges of today's highly competitive world with the skills required by employers, or to operate their own small business.

*Length:* Customized

*Method of Delivery:* Customized

*Achievement:* Diploma

Students must obtain a 75% passing mark per session to obtain a diploma.

*Partners:* none listed

## *Entrepreneurial Business Applications*

**Academy of Learning**

Orillia, Willow Court Plaza, 575 West Street South, Orillia, ON, L3V 7N6, 705-327-2907, F705-327-2951

*Sector:* Business Management

*Program Type:* Professional

*Overview:* Students will have the knowledge to meet the challenges of today's highly competitive world with the skills required by employers, or to operate their own small business.

*Length:* Customized

*Method of Delivery:* Customized

*Achievement:* Diploma

Students must obtain a 75% passing mark per session to obtain a diploma.

*Partners:* none listed

## Entrepreneurial Business Applications

### Academy of Learning

Sudbury, 1188 St. Jerome Street, Unit 101, Sudbury, ON, P3A 2V9, 705-524-8973, F705-524-8974

| | |
|---|---|
| *Sector:* | Business Management |
| *Program Type:* | Professional |
| *Overview:* | Students will have the knowledge to meet the challenges of today's highly competitive world with the skills required by employers, or to operate their own small business. |
| *Length:* | Customized |
| *Method of Delivery:* | Customized |
| *Achievement:* | Diploma<br>Students must obtain a 75% passing mark per session to obtain a diploma. |
| *Partners:* | none listed |

## Entrepreneurial Business Applications

### Academy of Learning

Oshawa, 50 Taunton Road East, Oshawa, ON, L1G 3T7, 905-579-8973, F905-579-5682

| | |
|---|---|
| *Sector:* | Business Management |
| *Program Type:* | Professional |
| *Overview:* | Students will have the knowledge to meet the challenges of today's highly competitive world with the skills required by employers, or to operate their own small business. |
| *Length:* | Customized |
| *Method of Delivery:* | Customized |
| *Achievement:* | Diploma<br>Students must obtain a 75% passing mark per session to obtain a diploma. |
| *Partners:* | none listed |

## *Entrepreneurial Business Applications*

### Academy of Learning

Nepean, 1370 Clyde Avenue, Suite 202, Nepean, ON, K2G 3H8, 613-224-8973, F613-224-2669

*Sector:* Business Management

*Program Type:* Professional

*Overview:* Students will have the knowledge to meet the challenges of today's highly competitive world with the skills required by employers, or to operate their own small business.

*Length:* Customized

*Method of Delivery:* Customized

*Achievement:* Diploma

Students must obtain a 75% passing mark per session to obtain a diploma.

*Partners:* none listed

## *Entrepreneurial Business Applications*

### Academy of Learning

St. Thomas, 9 Princess Avenue, St. Thomas, ON, N5R 3V3, 519-637-8888, F519-637-8265

*Sector:* Business Management

*Program Type:* Professional

*Overview:* Students will have the knowledge to meet the challenges of today's highly competitive world with the skills required by employers, or to operate their own small business.

*Length:* Customized

*Method of Delivery:* Customized

*Achievement:* Diploma

Students must obtain a 75% passing mark per session to obtain a diploma.

*Partners:* none listed

## *Entrepreneurial Business Applications*

### Academy of Learning

Thornhill, 7027 Yonge Street, Thornhill, ON, L3T 2A5, 905-882-4004, F905-882-7942

| | |
|---|---|
| *Sector:* | Business Management |
| *Program Type:* | Professional |
| *Overview:* | Students will have the knowledge to meet the challenges of today's highly competitive world with the skills required by employers, or to operate their own small business. |
| *Length:* | Customized |
| *Method of Delivery:* | Customized |
| *Achievement:* | Diploma<br>Students must obtain a 75% passing mark per session to obtain a diploma. |
| *Partners:* | none listed |

## *Entrepreneurial Business Applications*

### Academy of Learning

Owen Sound, 1071-2nd Avenue East, Owen Sound, ON, N4K 2H8, 519-371-6188, F519-376-1737

| | |
|---|---|
| *Sector:* | Business Management |
| *Program Type:* | Professional |
| *Overview:* | Students will have the knowledge to meet the challenges of today's highly competitive world with the skills required by employers, or to operate their own small business. |
| *Length:* | Customized |
| *Method of Delivery:* | Customized |
| *Achievement:* | Diploma<br>Students must obtain a 75% passing mark per session to obtain a diploma. |
| *Partners:* | none listed |

## *Entrepreneurial Business Applications*

**Academy of Learning**

St. Catharines, 50 Niagara Street, St. Catharines, ON, L2R 4K9, 905-641-0835, F905-641-0855

| | |
|---|---|
| *Sector:* | Business Management |
| *Program Type:* | Professional |
| *Overview:* | Students will have the knowledge to meet the challenges of today's highly competitive world with the skills required by employers, or to operate their own small business. |
| *Length:* | Customized |
| *Method of Delivery:* | Customized |
| *Achievement:* | Diploma<br>Students must obtain a 75% passing mark per session to obtain a diploma. |
| *Partners:* | none listed |

## *Entrepreneurial Business Applications*

**Academy of Learning**

Agincourt Mall, 3850 Sheppard Avenue East, Scarborough, ON, M1T 3L4, 416-754-4456, F416-754-3134

| | |
|---|---|
| *Sector:* | Business Management |
| *Program Type:* | Professional |
| *Overview:* | Students will have the knowledge to meet the challenges of today's highly competitive world with the skills required by employers, or to operate their own small business. |
| *Length:* | Customized |
| *Method of Delivery:* | Customized |
| *Achievement:* | Diploma<br>Students must obtain a 75% passing mark per session to obtain a diploma. |
| *Partners:* | none listed |

## *Entrepreneurial Business Applications*

### Academy of Learning

Richmond Hill, 10235 Yonge Street, Richmond Hill, ON, L4C 3B4, 905-508-5791, F905-508-9409

*Sector:* Business Management

*Program Type:* Professional

*Overview:* Students will have the knowledge to meet the challenges of today's highly competitive world with the skills required by employers, or to operate their own small business.

*Length:* Customized

*Method of Delivery:* Customized

*Achievement:* Diploma
Students must obtain a 75% passing mark per session to obtain a diploma.

*Partners:* none listed

## *Entrepreneurial Business Applications*

### Academy of Learning

Peanut Plaza/Don Mills, 3030 Don Mills Road, Unit #2, North York, ON, M2J 3C1, 416-491-5000, F416-491-4057

*Sector:* Business Management

*Program Type:* Professional

*Overview:* Students will have the knowledge to meet the challenges of today's highly competitive world with the skills required by employers, or to operate their own small business.

*Length:* Customized

*Method of Delivery:* Customized

*Achievement:* Diploma
Students must obtain a 75% passing mark per session to obtain a diploma.

*Partners:* none listed

## *Entrepreneurial Business Applications*

### Academy of Learning

Peterborough, 277 George Street North, Suite 309, Peterborough, ON, K9J 3G9, 705-741-5852, F705-741-5868

| | |
|---|---|
| *Sector:* | Business Management |
| *Program Type:* | Professional |
| *Overview:* | Students will have the knowledge to meet the challenges of today's highly competitive world with the skills required by employers, or to operate their own small business. |
| *Length:* | Customized |
| *Method of Delivery:* | Customized |
| *Achievement:* | Diploma<br>Students must obtain a 75% passing mark per session to obtain a diploma. |
| *Partners:* | none listed |

## *Entrepreneurial Business Applications*

### Academy of Learning

Pickering, 1550 Kingston Road, Suite 201, Pickering, ON, L1V 1C3, 905-831-8167, F905-831-8431

| | |
|---|---|
| *Sector:* | Business Management |
| *Program Type:* | Professional |
| *Overview:* | Students will have the knowledge to meet the challenges of today's highly competitive world with the skills required by employers, or to operate their own small business. |
| *Length:* | Customized |
| *Method of Delivery:* | Customized |
| *Achievement:* | Diploma<br>Students must obtain a 75% passing mark per session to obtain a diploma. |
| *Partners:* | none listed |

## *Entrepreneurial Business Applications*

### Academy of Learning

Rexdale, 1123 Albion Road, Suite 201, Rexdale, ON, M9V 1A9, 416-746-3333, F416-746-3330

| | |
|---|---|
| *Sector:* | Business Management |
| *Program Type:* | Professional |
| *Overview:* | Students will have the knowledge to meet the challenges of today's highly competitive world with the skills required by employers, or to operate their own small business. |
| *Length:* | Customized |
| *Method of Delivery:* | Customized |
| *Achievement:* | Diploma<br>Students must obtain a 75% passing mark per session to obtain a diploma. |
| *Partners:* | none listed |

## *Entrepreneurial Business Applications*

### Academy of Learning

Ottawa Central, 130 Albert Street, Suite 126, Ottawa Central, ON, K1P 5G4, 613-230-8973, F613-230-6385

| | |
|---|---|
| *Sector:* | Business Management |
| *Program Type:* | Professional |
| *Overview:* | Students will have the knowledge to meet the challenges of today's highly competitive world with the skills required by employers, or to operate their own small business. |
| *Length:* | Customized |
| *Method of Delivery:* | Customized |
| *Achievement:* | Diploma<br>Students must obtain a 75% passing mark per session to obtain a diploma. |
| *Partners:* | none listed |

## *Entrepreneurial Business Applications*

### Academy of Learning

Woodstock, 787 Dundas Street, Woodstock, ON, N4S 1G1, 519-537-0141, F519-537-2060

| | |
|---|---|
| *Sector:* | Business Management |
| *Program Type:* | Professional |
| *Overview:* | Students will have the knowledge to meet the challenges of today's highly competitive world with the skills required by employers, or to operate their own small business. |
| *Length:* | Customized |
| *Method of Delivery:* | Customized |
| *Achievement:* | Diploma<br>Students must obtain a 75% passing mark per session to obtain a diploma. |
| *Partners:* | none listed |

## *Entrepreneurial Business Applications*

### Academy of Learning

London Central, 575 Dundas Street, London, ON, N6B 1X1, 519-433-4444, F519-433-1815

| | |
|---|---|
| *Sector:* | Business Management |
| *Program Type:* | Professional |
| *Overview:* | Students will have the knowledge to meet the challenges of today's highly competitive world with the skills required by employers, or to operate their own small business. |
| *Length:* | Customized |
| *Method of Delivery:* | Customized |
| *Achievement:* | Diploma<br>Students must obtain a 75% passing mark per session to obtain a diploma. |
| *Partners:* | none listed |

## *Entrepreneurial Business Applications*

### Academy of Learning

Yonge/Finch, 5647 Yonge Street, North York, ON, M2M 3T2, 416-222-9999, F416-223-2222

| | |
|---|---|
| *Sector:* | Business Management |
| *Program Type:* | Professional |
| *Overview:* | Students will have the knowledge to meet the challenges of today's highly competitive world with the skills required by employers, or to operate their own small business. |
| *Length:* | Customized |
| *Method of Delivery:* | Customized |
| *Achievement:* | Diploma<br>Students must obtain a 75% passing mark per session to obtain a diploma. |
| *Partners:* | none listed |

## *Entrepreneurial Business Applications*

### Academy of Learning

London North, 700 Richmond Street, Suite G112, London, ON, N6A 5C7, 519-433-2353,
F519-433-2979

| | |
|---|---|
| *Sector:* | Business Management |
| *Program Type:* | Professional |
| *Overview:* | Students will have the knowledge to meet the challenges of today's highly competitive world with the skills required by employers, or to operate their own small business. |
| *Length:* | Customized |
| *Method of Delivery:* | Customized |
| *Achievement:* | Diploma<br>Students must obtain a 75% passing mark per session to obtain a diploma. |
| *Partners:* | none listed |

## Entrepreneurial Business Applications

### Academy of Learning

Yonge/Eglinton, 2287 Yonge Street, Toronto, ON, M4P 2C6, 416-486-4747, F416-487-2859

*Sector:* Business Management

*Program Type:* Professional

*Overview:* Students will have the knowledge to meet the challenges of today's highly competitive world with the skills required by employers, or to operate their own small business.

*Length:* Customized

*Method of Delivery:* Customized

*Achievement:* Diploma
Students must obtain a 75% passing mark per session to obtain a diploma.

*Partners:* none listed

## Entrepreneurial Business Applications

### Academy of Learning

Oakville, 466 Speers Road, Suite 208, Oakville, ON, L6K 3W9, 905-338-6600, F905-338-6781

*Sector:* Business Management

*Program Type:* Professional

*Overview:* Students will have the knowledge to meet the challenges of today's highly competitive world with the skills required by employers, or to operate their own small business.

*Length:* Customized

*Method of Delivery:* Customized

*Achievement:* Diploma
Students must obtain a 75% passing mark per session to obtain a diploma.

*Partners:* none listed

## *Entrepreneurial Business Applications*

### Academy of Learning

Yonge/Bloor, 50 Cumberland Street, 4th Floor, Toronto, ON, M4W 1J5, 416-969-8845,
F416-969-9372

| | |
|---|---|
| *Sector:* | Business Management |
| *Program Type:* | Professional |
| *Overview:* | Students will have the knowledge to meet the challenges of today's highly competitive world with the skills required by employers, or to operate their own small business. |
| *Length:* | Customized |
| *Method of Delivery:* | Customized |
| *Achievement:* | Diploma<br>Students must obtain a 75% passing mark per session to obtain a diploma. |
| *Partners:* | none listed |

## *Entrepreneurial Business Applications*

### Academy of Learning

Markham/Ellesmere, 2100 Ellesmere Road, Suite 108, Scarborough, ON, M1H 3B7, 416-431-4636,
F416-431-1880

| | |
|---|---|
| *Sector:* | Business Management |
| *Program Type:* | Professional |
| *Overview:* | Students will have the knowledge to meet the challenges of today's highly competitive world with the skills required by employers, or to operate their own small business. |
| *Length:* | Customized |
| *Method of Delivery:* | Customized |
| *Achievement:* | Diploma<br>Students must obtain a 75% passing mark per session to obtain a diploma. |
| *Partners:* | none listed |

## *Entrepreneurial Business Applications*

### Academy of Learning

Woodbridge, 3901 Highway #7, Woodbridge, ON, L4L 8L5, 905-856-1116, F905-856-7276

| | |
|---|---|
| *Sector:* | Business Management |
| *Program Type:* | Professional |
| *Overview:* | Students will have the knowledge to meet the challenges of today's highly competitive world with the skills required by employers, or to operate their own small business. |
| *Length:* | Customized |
| *Method of Delivery:* | Customized |
| *Achievement:* | Diploma<br>Students must obtain a 75% passing mark per session to obtain a diploma. |
| *Partners:* | none listed |

## *Entrepreneurial Business Applications*

### Academy of Learning

Midland, 303 King Street, Midland, ON, L4R 3M5, 705-527-1192, F705-526-0610

| | |
|---|---|
| *Sector:* | Business Management |
| *Program Type:* | Professional |
| *Overview:* | Students will have the knowledge to meet the challenges of today's highly competitive world with the skills required by employers, or to operate their own small business. |
| *Length:* | Customized |
| *Method of Delivery:* | Customized |
| *Achievement:* | Diploma<br>Students must obtain a 75% passing mark per session to obtain a diploma. |
| *Partners:* | none listed |

## *Entrepreneurial Business Applications*

**Academy of Learning**

Windsor, 2525 Roseville Garden Drive, Unit 100, Windsor, ON, N8T 3J8, 519-944-6464, F519-944-6137

| | |
|---|---|
| *Sector:* | Business Management |
| *Program Type:* | Professional |
| *Overview:* | Students will have the knowledge to meet the challenges of today's highly competitive world with the skills required by employers, or to operate their own small business. |
| *Length:* | Customized |
| *Method of Delivery:* | Customized |
| *Achievement:* | Diploma<br>Students must obtain a 75% passing mark per session to obtain a diploma. |
| *Partners:* | none listed |

## *Entrepreneurial Business Applications*

**Academy of Learning**

Mississauga, 1300 Central Parkway West, Unit 109, Mississauga, ON, L5C 4G8, 905-566-0124, F905-566-9121

| | |
|---|---|
| *Sector:* | Business Management |
| *Program Type:* | Professional |
| *Overview:* | Students will have the knowledge to meet the challenges of today's highly competitive world with the skills required by employers, or to operate their own small business. |
| *Length:* | Customized |
| *Method of Delivery:* | Customized |
| *Achievement:* | Diploma<br>Students must obtain a 75% passing mark per session to obtain a diploma. |
| *Partners:* | none listed |

## Entrepreneurial Business Applications

### Academy of Learning

Victoria Park/Eglinton, 1468 Victoria Park, North York, ON, M4A 2M2, 416-285-1227, F416-285-0667

*Sector:* Business Management

*Program Type:* Professional

*Overview:* Students will have the knowledge to meet the challenges of today's highly competitive world with the skills required by employers, or to operate their own small business.

*Length:* Customized

*Method of Delivery:* Customized

*Achievement:* Diploma

Students must obtain a 75% passing mark per session to obtain a diploma.

*Partners:* none listed

## Entrepreneurial Business Applications

### Academy of Learning

Thunder Bay, 435 Balmoral Avenue, Thunder Bay, ON, P7C 5N4, 807-622-5780, F807-623-3381

*Sector:* Business Management

*Program Type:* Professional

*Overview:* Students will have the knowledge to meet the challenges of today's highly competitive world with the skills required by employers, or to operate their own small business.

*Length:* Customized

*Method of Delivery:* Customized

*Achievement:* Diploma

Students must obtain a 75% passing mark per session to obtain a diploma.

*Partners:* none listed

## *Entrepreneurial Business Applications*

### Academy of Learning

Whitby, 209 Dundas Street East, Suite 502, Whitby, ON, L1N 7A8, 905-430-9400, F905-430-3655

| | |
|---|---|
| *Sector:* | Business Management |
| *Program Type:* | Professional |
| *Overview:* | Students will have the knowledge to meet the challenges of today's highly competitive world with the skills required by employers, or to operate their own small business. |
| *Length:* | Customized |
| *Method of Delivery:* | Customized |
| *Achievement:* | Diploma<br>Students must obtain a 75% passing mark per session to obtain a diploma. |
| *Partners:* | none listed |

## *Business - Marketing*

### Algonquin College

Woodroffe Campus, 1385 Woodroffe Avenue, Nepean, ON, K2G 1V8, 613-727-0002, F613-727-7632

| | |
|---|---|
| *Sector:* | Business Management |
| *Program Type:* | Professional |
| *Overview:* | Program provides students with a specialization in marketing and a strong general education in business. |
| *Length:* | 2 year |
| *Method of Delivery:* | Classroom-Based |
| *Achievement:* | Diploma |
| *Partners:* | none listed |

## *Business - Retailing*

**Algonquin College**

Woodroffe Campus, 1385 Woodroffe Avenue, Nepean, ON, K2G 1V8, 613-727-0002, F613-727-7632

| | |
|---|---|
| *Sector:* | Business Management |
| *Program Type:* | Professional |
| *Overview:* | Program emphasizes concepts in planning strategies, financing, inventory management, personnel management, marketing, advertising, merchandising, accounting, pricing, customer service, creative problem-solving, and communication skills. |
| *Length:* | 2 year |
| *Method of Delivery:* | Classroom-Based |
| *Achievement:* | Diploma |
| *Partners:* | none listed |

## *Business Management Skills Certificate*

**Cambrian College of Applied Arts and Technology**

1400 Barrydowne Road, Sudbury, ON, P3A 3V8, 705-566-8101

| | |
|---|---|
| *Sector:* | Business Management |
| *Program Type:* | Professional |
| *Overview:* | Designed for individuals in a management or supervisory position, or for those who are interested in self-employment or small business management skills. |
| *Length:* | Customized |
| *Method of Delivery:* | Classroom-Based |
| *Achievement:* | Certificate |
| *Partners:* | none listed |

## *How to Start a Small Business*

**Cambrian College of Applied Arts and Technology**

1400 Barrydowne Road, Sudbury, ON, P3A 3V8, 705-566-8101

| | |
|---|---|
| *Sector:* | Business Management |
| *Program Type:* | Professional |
| *Overview:* | Entrepreneurs will be introduced to key aspects of the small business world: location, planning, costs, financing, working capital, marketing, forecasting, pricing, personnel, government regulations, inventory control and purchasing. |
| *Length:* | 30 hours |
| *Method of Delivery:* | Classroom-Based |
| *Achievement:* | None Listed |
| *Partners:* | none listed |

## *Marketing Management Certificate*

**Cambrian College of Applied Arts and Technology**

1400 Barrydowne Road, Sudbury, ON, P3A 3V8, 705-566-8101

| | |
|---|---|
| *Sector:* | Business Management |
| *Program Type:* | Professional |
| *Overview:* | Designed to enable the student to understand modern marketing in today's competitive marketplace. |
| *Length:* | Customized |
| *Method of Delivery:* | Classroom-Based |
| *Achievement:* | Certificate |
| *Partners:* | none listed |

## *Small Business Planning Management*

**Cambrian College of Applied Arts and Technology**

1400 Barrydowne Road, Sudbury, ON, P3A 3V8, 705-566-8101

*Sector:* Business Management
*Program Type:* Professional
*Overview:* Designed to provide prospective entrepreneurs with the skills needed to convert their ideas into a thriving venture.

*Length:* 1 year
*Method of Delivery:* Classroom / Hands-On
*Achievement:* Certificate

*Partners:* none listed

## *Business Administration: Marketing*

**Canadore College of Applied Arts and Technology**

College Drive Campus, 100 College Drive, PO Box 5001, North Bay, ON, P1B 8K9, 705-474-7600, F705-474-2384

*Sector:* Business Management
*Program Type:* Professional
*Overview:* Designed to prepare students for a successful career in marketing with specific skills in the functional areas of industrial and consumer sales, retailing, advertising, market research and marketing management.

*Length:* 3 year
*Method of Delivery:* Classroom-Based
*Achievement:* Diploma

*Partners:* none listed

### *Business Management Certificate (Post-Diploma)*

**Canadore College of Applied Arts and Technology**

College Drive Campus, 100 College Drive, PO Box 5001, North Bay, ON, P1B 8K9, 705-474-7600, F705-474-2384

| | |
|---|---|
| *Sector:* | Business Management |
| *Program Type:* | Professional |
| *Overview:* | Designed to enhance your employability and promotability by developing skills in management, marketing, accounting, information processing, human resource management and other business-related areas. |
| *Length:* | 1 year |
| *Method of Delivery:* | Classroom-Based |
| *Achievement:* | Certificate |
| *Partners:* | none listed |

### *Small Business Management*

**Canadore College of Applied Arts and Technology**

College Drive Campus, 100 College Drive, PO Box 5001, North Bay, ON, P1B 8K9, 705-474-7600, F705-474-2384

| | |
|---|---|
| *Sector:* | Business Management |
| *Program Type:* | Professional |
| *Overview:* | Designed to produce graduates who can: successfully start up, own and operate new business ventures, act as highly motivated and self-reliant employees, able to properly evaluate, implement and manage new and existing business opportunities. |
| *Length:* | 2 year |
| *Method of Delivery:* | Classroom-Based |
| *Achievement:* | None Listed |
| *Partners:* | none listed |

## *Business Administration: Marketing*

**College Boreal**

21 Lasalle Boulevard, Sudbury, ON, P3A 6B1, 705-560-6673, F705-521-6004, email: pjperreault@academe.borealc.on.ca, web site: www.borealc.on.ca/

| | |
|---|---|
| *Sector:* | Business Management |
| *Program Type:* | Professional |
| *Overview:* | Program information and delivery only available in French. |
| *Length:* | 3 year |
| *Method of Delivery:* | Classroom-Based |
| *Achievement:* | None Listed |
| *Partners:* | none listed |

## *Business: Marketing*

**College Boreal**

21 Lasalle Boulevard, Sudbury, ON, P3A 6B1, 705-560-6673, F705-521-6004, email: pjperreault@academe.borealc.on.ca, web site: www.borealc.on.ca/

| | |
|---|---|
| *Sector:* | Business Management |
| *Program Type:* | Professional |
| *Overview:* | Program information and delivery only available in French. |
| *Length:* | 2 year |
| *Method of Delivery:* | Classroom-Based |
| *Achievement:* | None Listed |
| *Partners:* | none listed |

## *Small Business Management*

**College Boreal**

21 Lasalle Boulevard, Sudbury, ON, P3A 6B1, 705-560-6673, F705-521-6004, email: pjperreault@academe.borealc.on.ca, web site: www.borealc.on.ca/

| | |
|---|---|
| *Sector:* | Business Management |
| *Program Type:* | Professional |
| *Overview:* | Program information and delivery only available in French. |
| *Length:* | 1 year |
| *Method of Delivery:* | Classroom-Based |
| *Achievement:* | None Listed |
| *Partners:* | none listed |

## *Business Administration: Management Studies*

**Conestoga College**

Doon Campus, 299 Doon Valley Drive, Kitchener, ON, N2G 4M4, 519-748-5220

| | |
|---|---|
| *Sector:* | Business Management |
| *Program Type:* | Professional |
| *Overview:* | Develops the theory and skills needed for the practical applications of modern management techniques used in a variety of settings - business, industry or government; large or small enterprises; corporate or entrepreneurial situations. |
| *Length:* | 3 year |
| *Method of Delivery:* | Classroom-Based |
| *Achievement:* | Diploma |
| *Partners:* | none listed |

## Business Management Program

**Confederation College**

PO Box 398, 1450 Nakina Drive, Thunder Bay, ON, P7C 4W1, 807-475-6112, F807-623-3956

| | |
|---|---|
| *Sector:* | Business Management |
| *Program Type:* | Professional |
| *Overview:* | The purpose of the program is, simply, to contribute to a pool of competent people who can run Aboriginal organizations and contribute constructively to community economic development. |
| *Length:* | 3 year |
| *Method of Delivery:* | Classroom / Workplace |
| *Achievement:* | Diploma |
| *Partners:* | none listed |

## Business: Marketing

**Confederation College**

PO Box 398, 1450 Nakina Drive, Thunder Bay, ON, P7C 4W1, 807-475-6112, F807-623-3956

| | |
|---|---|
| *Sector:* | Business Management |
| *Program Type:* | Professional |
| *Overview:* | Program offers students practical academic topics which will be used in the marketing field. |
| *Length:* | 2 year |
| *Method of Delivery:* | Classroom / Workplace |
| *Achievement:* | Diploma |
| *Partners:* | none listed |

## *Management for Success*

**Flowers Canada (Ontario) School of Design**

PO Box 1114, Guelph, ON, N1H 6N3, 519-836-5495, F519-836-7529

*Sector:* Business Management
*Program Type:* Professional
*Overview:* None available.

*Length:* 2 day
*Method of Delivery:* Classroom-Based
*Achievement:* None Listed

*Partners:* none listed

## *Selling/Sales/Marketing/Display for Success*

**Flowers Canada (Ontario) School of Design**

PO Box 1114, Guelph, ON, N1H 6N3, 519-836-5495, F519-836-7529

*Sector:* Business Management
*Program Type:* Professional
*Overview:* None available.

*Length:* 2 day
*Method of Delivery:* Classroom-Based
*Achievement:* None Listed

*Partners:* none listed

## *Business Management Studies Certificate*

**George Brown College**

PO Box 1015, Station B, Toronto, ON, M5T 2T9, 416-415-2000

*Sector:* Business Management

*Program Type:* Professional

*Overview:* Supplies training necessary for: supervisors, managers, small business owners and operators, and employees pursuing managerial and supervisory positions or planning to start a small business.

*Length:* Customized

*Method of Delivery:* Classroom-Based

*Achievement:* Certificate

*Partners:* none listed

## *Customer Service Workshop*

**George Brown College**

PO Box 1015, Station B, Toronto, ON, M5T 2T9, 416-415-2000

*Sector:* Business Management

*Program Type:* Professional

*Overview:* Learn the concepts of good customer service and how to know your customers well. Students practise communicating through scenarios (role playing).

*Length:* 6 hour

*Method of Delivery:* Customized

*Achievement:* None Listed

*Partners:* none listed

## *Interviewing Skills Workshop*

**George Brown College**

PO Box 1015, Station B, Toronto, ON, M5T 2T9, 416-415-2000

| | |
|---|---|
| *Sector:* | Business Management |
| *Program Type:* | Professional |
| *Overview:* | This course is designed to make you more comfortable in all types of interview situations and gives you models of question scoring, tips for staying on track and practice from both sides of the table. |
| *Length:* | 6 hour |
| *Method of Delivery:* | Customized |
| *Achievement:* | None Listed |
| *Partners:* | none listed |

## *Marketing for Small Business*

**George Brown College**

PO Box 1015, Station B, Toronto, ON, M5T 2T9, 416-415-2000

| | |
|---|---|
| *Sector:* | Business Management |
| *Program Type:* | Professional |
| *Overview:* | A course for those with little or no background in marketing. Learn to apply the basic tools of marketing to a small or medium-sized business |
| *Length:* | 30 hour |
| *Method of Delivery:* | Customized |
| *Achievement:* | None Listed |
| *Partners:* | none listed |

## *Marketing Management Certificate*

### George Brown College

PO Box 1015, Station B, Toronto, ON, M5T 2T9, 416-415-2000

| | |
|---|---|
| *Sector:* | Business Management |
| *Program Type:* | Professional |
| *Overview:* | This program introduces beginners to marketing and upgrades the skills of those employed in the field by providing a more rounded view of marketing. |
| *Length:* | Customized |
| *Method of Delivery:* | Classroom-Based |
| *Achievement:* | Certificate |
| *Partners:* | none listed |

## *Small Business Certificate*

### George Brown College

PO Box 1015, Station B, Toronto, ON, M5T 2T9, 416-415-2000

| | |
|---|---|
| *Sector:* | Business Management |
| *Program Type:* | Professional |
| *Overview:* | Developing and managing your own business! Learn what is involved in the start-up and operation of a new venture. Take the compulsory courses and one of two electives. |
| *Length:* | Customized |
| *Method of Delivery:* | Classroom-Based |
| *Achievement:* | Certificate |
| *Partners:* | none listed |

## *Certificate in Sales Development*

**Humber College of Applied Arts & Technology**

205 Humber College Boulevard, Toronto (Etobicoke), ON, M9W 5L7

| | |
|---|---|
| *Sector:* | Business Management |
| *Program Type:* | Professional |
| *Overview:* | This program is designed to assist sales managers, sales representatives and customer service personnel strengthen their skills to enhance job success. |
| *Length:* | Unknown |
| *Method of Delivery:* | Classroom-Based |
| *Achievement:* | Certificate |
| *Partners:* | none listed |

## *Marketing Diploma Program*

**Seneca College**

70 The Pond Road, Toronto, ON, M3J 3M6, 416-491-5050

| | |
|---|---|
| *Sector:* | Business Management |
| *Program Type:* | Professional |
| *Overview:* | This program provides students with a good, sound knowledge of the basic functions of marketing such as adapting a product to the market, pricing, advertising, selling, and procedures for controlling and coordinating sales activities |
| *Length:* | 2 year |
| *Method of Delivery:* | Classroom-Based |
| *Achievement:* | Diploma |
| *Partners:* | none listed |

## *Marketing Management, Post Diploma Program*

**Seneca College**

70 The Pond Road, Toronto, ON, M3J 3M6, 416-491-5050

*Sector:* Business Management

*Program Type:* Professional

*Overview:* The program will help students to develop a marketing perspective in business and to think conceptually and creatively in making managerial decisions.

*Length:* 1 year

*Method of Delivery:* Classroom-Based

*Achievement:* None Listed

*Partners:* none listed

## *Business Administration: Marketing*

**Sir Sandford Fleming College**

555 Bonaccord Street, PO Box 4350, Peterborough, ON, K9J 7B1, 705-876-1615, F705-741-3279

*Sector:* Business Management

*Program Type:* Professional

*Overview:* Delivers knowledge in a full range of marketing activities, such as marketing research, sales, product management, advertising, promotion and consumer behavior, among many others.

*Length:* 3 year

*Method of Delivery:* Classroom / Workplace

*Achievement:* Diploma

*Partners:* none listed

## *Entrepreneurship*

**Sir Sandford Fleming College**

555 Bonaccord Street, PO Box 4350, Peterborough, ON, K9J 7B1, 705-876-1615, F705-741-3279

*Sector:* Business Management
*Program Type:* Professional
*Overview:* Helps students capture the entrepreneurial spirit and pursue the skills you need to successfully launch and maintain a prosperous business.

*Length:* 1 year
*Method of Delivery:* Classroom-Based
*Achievement:* Certificate

*Partners:* none listed

## *Retail Marketing Management*

**Sir Sandford Fleming College**

555 Bonaccord Street, PO Box 4350, Peterborough, ON, K9J 7B1, 705-876-1615, F705-741-3279

*Sector:* Business Management
*Program Type:* Professional
*Overview:* Theoretical and practical grounding in areas such as human resources management, retail marketing, effective sales techniques and customer service.

*Length:* 2 year
*Method of Delivery:* Classroom / Workplace
*Achievement:* Diploma

*Partners:* none listed

# Prince Edward Island

## *Entrepreneurial Business Applications*

### Academy of Learning

Charlottetown, 55 Grafton Street, Charlottetown, PE, C1A 1K8, 902-894-8973, F902-892-2983

*Sector:* Business Management

*Program Type:* Professional

*Overview:* Students will have the knowledge to meet the challenges of today's highly competitive world with the skills required by employers, or to operate their own small business.

*Length:* Customized

*Method of Delivery:* Customized

*Achievement:* Diploma
Students must obtain a 75% passing mark per session to obtain a diploma.

*Partners:* none listed

## *Entrepreneurship*

### Holland College

140 Weymouth Street, Charlottetown, PE, C1A 4Z1, 902-629-4217, F902-629-4239

*Sector:* Business Management

*Program Type:* Professional

*Overview:* Designed to assist learners in developing the skills necessary to start and operate a small business or franchise, including the personal competencies for success as entrepreneurs.

*Length:* 9 month

*Method of Delivery:* Classroom-Based

*Achievement:* Certificate

*Partners:* none listed

## *Retail Marketing: Retail Manager*

**Holland College**

140 Weymouth Street, Charlottetown, PE, C1A 4Z1, 902-629-4217, F902-629-4239

| | |
|---|---|
| *Sector:* | Business Management |
| *Program Type:* | Professional |
| *Overview:* | Develops of skills that will prepare learners for careers in the retail sector. It provides the skills necessary to have a thorough working knowledge of the managing duties of retail with emphasis on sales, marketing, advertising and buying. |
| *Length:* | 2 year |
| *Method of Delivery:* | Classroom-Based |
| *Achievement:* | Diploma |
| *Partners:* | none listed |

## *Retail Marketing: Sales*

**Holland College**

140 Weymouth Street, Charlottetown, PE, C1A 4Z1, 902-629-4217, F902-629-4239

| | |
|---|---|
| *Sector:* | Business Management |
| *Program Type:* | Professional |
| *Overview:* | Provides students with the skills necessary to excel at customer sales and service, with emphasis on internal/external customer relations, visual merchandising, buying and inventory control. |
| *Length:* | 9 month |
| *Method of Delivery:* | Classroom-Based |
| *Achievement:* | Certificate |
| *Partners:* | none listed |

# Quebec

## *Entrepreneurial Business Applications*

**Academy of Learning**

Valleyfield, 30, avenue du Centenaire, bur. 225, Valleyfield, PQ, J6S 3L6, 450-377-9717, F450-377-9715

| | |
|---|---|
| *Sector:* | Business Management |
| *Program Type:* | Professional |
| *Overview:* | Students will have the knowledge to meet the challenges of today's highly competitive world with the skills required by employers, or to operate their own small business. |
| *Length:* | Customized |
| *Method of Delivery:* | Customized |
| *Achievement:* | Diploma<br>Students must obtain a 75% passing mark per session to obtain a diploma. |
| *Partners:* | none listed |

## *Entrepreneurial Business Applications*

**Academy of Learning**

Sorel, 26, place Charles de Montmagny, Sorel, PQ, J3P 7E3, 450-746-0438, F450-746-7974

| | |
|---|---|
| *Sector:* | Business Management |
| *Program Type:* | Professional |
| *Overview:* | Students will have the knowledge to meet the challenges of today's highly competitive world with the skills required by employers, or to operate their own small business. |
| *Length:* | Customized |
| *Method of Delivery:* | Customized |
| *Achievement:* | Diploma<br>Students must obtain a 75% passing mark per session to obtain a diploma. |
| *Partners:* | none listed |

## *Entrepreneurial Business Applications*

### Academy of Learning

Trois-Rivières, 5675, boulevard des Forges, Trois-Rivières, PQ, G8Y 5L5, 819-693-1101, F819-693-4169

*Sector:* Business Management

*Program Type:* Professional

*Overview:* Students will have the knowledge to meet the challenges of today's highly competitive world with the skills required by employers, or to operate their own small business.

*Length:* Customized

*Method of Delivery:* Customized

*Achievement:* Diploma

Students must obtain a 75% passing mark per session to obtain a diploma.

*Partners:* none listed

## *Entrepreneurial Business Applications*

### Academy of Learning

Granby, 110, rue St.-Charles sud, Granby, PQ, J2G 7A2, 450-776-1588, F450-776-1586

*Sector:* Business Management

*Program Type:* Professional

*Overview:* Students will have the knowledge to meet the challenges of today's highly competitive world with the skills required by employers, or to operate their own small business.

*Length:* Customized

*Method of Delivery:* Customized

*Achievement:* Diploma

Students must obtain a 75% passing mark per session to obtain a diploma.

*Partners:* none listed

## *Entrepreneurial Business Applications*

### Academy of Learning

Snowdon, 5180 Queen Mary Road, bur. 385, Montréal, PQ, H3W 3E7, 514-486-0973, F514-486-2967

| | |
|---|---|
| *Sector:* | Business Management |
| *Program Type:* | Professional |
| *Overview:* | Students will have the knowledge to meet the challenges of today's highly competitive world with the skills required by employers, or to operate their own small business. |
| *Length:* | Customized |
| *Method of Delivery:* | Customized |
| *Achievement:* | Diploma<br>Students must obtain a 75% passing mark per session to obtain a diploma. |
| *Partners:* | none listed |

## *Entrepreneurial Business Applications*

### Academy of Learning

Joliette, 378, rue St-Viateur, Joliette, PQ, J6E 3B1, 450-756-5169, F450-753-9040

| | |
|---|---|
| *Sector:* | Business Management |
| *Program Type:* | Professional |
| *Overview:* | Students will have the knowledge to meet the challenges of today's highly competitive world with the skills required by employers, or to operate their own small business. |
| *Length:* | Customized |
| *Method of Delivery:* | Customized |
| *Achievement:* | Diploma<br>Students must obtain a 75% passing mark per session to obtain a diploma. |
| *Partners:* | none listed |

## *Entrepreneurial Business Applications*

### Academy of Learning

West Island, 4228-B, boulevard Saint-Jean, Dollard-des-Ormeaux, PQ, H9G 1X5, 514-626-7777, F514-626-7017

| | |
|---|---|
| *Sector:* | Business Management |
| *Program Type:* | Professional |
| *Overview:* | Students will have the knowledge to meet the challenges of today's highly competitive world with the skills required by employers, or to operate their own small business. |
| *Length:* | Customized |
| *Method of Delivery:* | Customized |
| *Achievement:* | Diploma<br>Students must obtain a 75% passing mark per session to obtain a diploma. |
| *Partners:* | none listed |

## *Entrepreneurial Business Applications*

### Academy of Learning

Montréal Centre-Ville, 1255, rue Université, bureau 500, Montréal, PQ, H3B 3V8, 514-954-8858, F514-954-8807

| | |
|---|---|
| *Sector:* | Business Management |
| *Program Type:* | Professional |
| *Overview:* | Students will have the knowledge to meet the challenges of today's highly competitive world with the skills required by employers, or to operate their own small business. |
| *Length:* | Customized |
| *Method of Delivery:* | Customized |
| *Achievement:* | Diploma<br>Students must obtain a 75% passing mark per session to obtain a diploma. |
| *Partners:* | none listed |

## *Entrepreneurial Business Applications*

### Academy of Learning

Longueuil, 2010 Chemin de Chambly, bur.100, Longueuil, PQ, J4J 3Y2, 450-646-6567, F450-646-6377

| | |
|---|---|
| *Sector:* | Business Management |
| *Program Type:* | Professional |
| *Overview:* | Students will have the knowledge to meet the challenges of today's highly competitive world with the skills required by employers, or to operate their own small business. |
| *Length:* | Customized |
| *Method of Delivery:* | Customized |
| *Achievement:* | Diploma<br>Students must obtain a 75% passing mark per session to obtain a diploma. |
| *Partners:* | none listed |

## *Entrepreneurial Business Applications*

### Academy of Learning

Ste-Foy, 2625 chemin Ste-Foy, bur. 103, Ste-Foy, PQ, G1V 1T8, 418-651-3445, F418-651-2099

| | |
|---|---|
| *Sector:* | Business Management |
| *Program Type:* | Professional |
| *Overview:* | Students will have the knowledge to meet the challenges of today's highly competitive world with the skills required by employers, or to operate their own small business. |
| *Length:* | Customized |
| *Method of Delivery:* | Customized |
| *Achievement:* | Diploma<br>Students must obtain a 75% passing mark per session to obtain a diploma. |
| *Partners:* | none listed |

## *Entrepreneurial Business Applications*

### Academy of Learning

LaSalle, 8190, boulevard Newman, bur. 304, LaSalle, PQ, H8N 1X9, 514-363-2441, F514-363-2219

| | |
|---|---|
| *Sector:* | Business Management |
| *Program Type:* | Professional |
| *Overview:* | Students will have the knowledge to meet the challenges of today's highly competitive world with the skills required by employers, or to operate their own small business. |
| *Length:* | Customized |
| *Method of Delivery:* | Customized |
| *Achievement:* | Diploma<br>Students must obtain a 75% passing mark per session to obtain a diploma. |
| *Partners:* | none listed |

## *Entrepreneurial Business Applications*

### Academy of Learning

Laval, 1800, boulevard Le Corbusier, bur. 102, Laval, PQ, H7S 2K1, 450-686-1717, F450-686-0119

| | |
|---|---|
| *Sector:* | Business Management |
| *Program Type:* | Professional |
| *Overview:* | Students will have the knowledge to meet the challenges of today's highly competitive world with the skills required by employers, or to operate their own small business. |
| *Length:* | Customized |
| *Method of Delivery:* | Customized |
| *Achievement:* | Diploma<br>Students must obtain a 75% passing mark per session to obtain a diploma. |
| *Partners:* | none listed |

## *Entrepreneurial Business Applications*

### Academy of Learning

Lebourgneuf, 455 rue Marais, bur. 255, Ville Vanier, PQ, G1M 3A2, 416-686-0289, F416-686-0290

*Sector:* Business Management

*Program Type:* Professional

*Overview:* Students will have the knowledge to meet the challenges of today's highly competitive world with the skills required by employers, or to operate their own small business.

*Length:* Customized

*Method of Delivery:* Customized

*Achievement:* Diploma

Students must obtain a 75% passing mark per session to obtain a diploma.

*Partners:* none listed

## *Entrepreneurial Business Applications*

### Academy of Learning

Ahuntsic/Montreal-Nord, Henri-Bourassa Est, bur. 304, Montréal-Nord, PQ, H1G 2V1, Normand Hébert, 514-326-5441, F514-326-5913

*Sector:* Business Management

*Program Type:* Professional

*Overview:* Students will have the knowledge to meet the challenges of today's highly competitive world with the skills required by employers, or to operate their own small business.

*Length:* Customized

*Method of Delivery:* Customized

*Achievement:* Diploma

Students must obtain a 75% passing mark per session to obtain a diploma.

*Partners:* none listed

## *Entrepreneurial Business Applications*

### Academy of Learning

Repentigny, 579A, rue Notre-Dame, bur.102, Repentigny, PQ, J6A 7L4, 450-585-2384, F450-585-8408

| | |
|---|---|
| *Sector:* | Business Management |
| *Program Type:* | Professional |
| *Overview:* | Students will have the knowledge to meet the challenges of today's highly competitive world with the skills required by employers, or to operate their own small business. |
| *Length:* | Customized |
| *Method of Delivery:* | Customized |
| *Achievement:* | Diploma<br>Students must obtain a 75% passing mark per session to obtain a diploma. |
| *Partners:* | none listed |

## *Entrepreneurial Business Applications*

### Academy of Learning

Ste-Thérèse, 212, boulevard Curé-Labelle, bur. 205, Ste-Thérèse, PQ, J7E 2X7, 514-430-0194, F514-430-6108

| | |
|---|---|
| *Sector:* | Business Management |
| *Program Type:* | Professional |
| *Overview:* | Students will have the knowledge to meet the challenges of today's highly competitive world with the skills required by employers, or to operate their own small business. |
| *Length:* | Customized |
| *Method of Delivery:* | Customized |
| *Achievement:* | Diploma<br>Students must obtain a 75% passing mark per session to obtain a diploma. |
| *Partners:* | none listed |

## *Entrepreneurial Business Applications*

### Academy of Learning

Quebec Haute-Ville, 425, rue St-Amable, bur, 175, Québec, PQ, G1R 5E4, 418-648-1653, F418-648-1680

*Sector:* Business Management

*Program Type:* Professional

*Overview:* Students will have the knowledge to meet the challenges of today's highly competitive world with the skills required by employers, or to operate their own small business.

*Length:* Customized

*Method of Delivery:* Customized

*Achievement:* Diploma

Students must obtain a 75% passing mark per session to obtain a diploma.

*Partners:* none listed

## *Entrepreneurial Business Applications*

### Academy of Learning

Quebec Head Office, 6525, boulevard Décarie, bureau 304, Montréal, PQ, H3W 3E3, 514-344-9555, F514-344-9340

*Sector:* Business Management

*Program Type:* Professional

*Overview:* Students will have the knowledge to meet the challenges of today's highly competitive world with the skills required by employers, or to operate their own small business.

*Length:* Customized

*Method of Delivery:* Customized

*Achievement:* Diploma

Students must obtain a 75% passing mark per session to obtain a diploma.

*Partners:* none listed

## *Entrepreneurial Business Applications*

### Academy of Learning

Boucherville, 550, boul. de Mortagne, bur. 230, Boucherville, PQ, J4B 5E4, 514-449-0440, F514-449-1588

*Sector:* Business Management

*Program Type:* Professional

*Overview:* Students will have the knowledge to meet the challenges of today's highly competitive world with the skills required by employers, or to operate their own small business.

*Length:* Customized

*Method of Delivery:* Customized

*Achievement:* Diploma

Students must obtain a 75% passing mark per session to obtain a diploma.

*Partners:* none listed

## *Entrepreneurial Business Applications*

### Academy of Learning

Brossard, 6400 rue Auteuil, bur. 001, Brossard, PQ, J4Z 3P5, 514-678-7374, F514-678-9886

*Sector:* Business Management

*Program Type:* Professional

*Overview:* Students will have the knowledge to meet the challenges of today's highly competitive world with the skills required by employers, or to operate their own small business.

*Length:* Customized

*Method of Delivery:* Customized

*Achievement:* Diploma

Students must obtain a 75% passing mark per session to obtain a diploma.

*Partners:* none listed

## Entrepreneurial Business Applications

**Academy of Learning**

Rimouski, 148, rue de la Cathédrale, Rimouski, PQ, G5L 5H8, 418-724-5151, F418-724-6522

*Sector:* Business Management

*Program Type:* Professional

*Overview:* Students will have the knowledge to meet the challenges of today's highly competitive world with the skills required by employers, or to operate their own small business.

*Length:* Customized

*Method of Delivery:* Customized

*Achievement:* Diploma
Students must obtain a 75% passing mark per session to obtain a diploma.

*Partners:* none listed

## Entrepreneurial Business Applications

**Academy of Learning**

St-Jean-Sur-Richelieu, 315, rue MacDonald, bur. 108, St-Jean-sur-Richelieu, PQ, J3B 8J3, 514-349-4111, F514-349-4773

*Sector:* Business Management

*Program Type:* Professional

*Overview:* Students will have the knowledge to meet the challenges of today's highly competitive world with the skills required by employers, or to operate their own small business.

*Length:* Customized

*Method of Delivery:* Customized

*Achievement:* Diploma
Students must obtain a 75% passing mark per session to obtain a diploma.

*Partners:* none listed

## *Entrepreneurial Business Applications*

### Academy of Learning

St-Jérome, 500, boulevard des Laurentides, bur, 12, St- Antoine, PQ, J7Z 4M2, 450-436-4636, F450-436-9597

| | |
|---|---|
| *Sector:* | Business Management |
| *Program Type:* | Professional |
| *Overview:* | Students will have the knowledge to meet the challenges of today's highly competitive world with the skills required by employers, or to operate their own small business. |
| *Length:* | Customized |
| *Method of Delivery:* | Customized |
| *Achievement:* | Diploma<br>Students must obtain a 75% passing mark per session to obtain a diploma. |
| *Partners:* | none listed |

# Saskatchewan

## *Entrepreneurial Business Applications*

**Academy of Learning**

Carlyle, PO Box 1328, #208-205 Main Street, Carlyle, SK, S0C 0R0, 306-453-2893, F306-453-2894

| | |
|---|---|
| *Sector:* | Business Management |
| *Program Type:* | Professional |
| *Overview:* | Students will have the knowledge to meet the challenges of today's highly competitive world with the skills required by employers, or to operate their own small business. |
| *Length:* | Customized |
| *Method of Delivery:* | Customized |
| *Achievement:* | Diploma<br>Students must obtain a 75% passing mark per session to obtain a diploma. |
| *Partners:* | none listed |

## *Entrepreneurial Business Applications*

**Academy of Learning**

Yorkton, 210 Smith Street East, Yorkton, SK, S3N 3S6, 306-782-4661, F306-786-4208

| | |
|---|---|
| *Sector:* | Business Management |
| *Program Type:* | Professional |
| *Overview:* | Students will have the knowledge to meet the challenges of today's highly competitive world with the skills required by employers, or to operate their own small business. |
| *Length:* | Customized |
| *Method of Delivery:* | Customized |
| *Achievement:* | Diploma<br>Students must obtain a 75% passing mark per session to obtain a diploma. |
| *Partners:* | none listed |

## *Entrepreneurial Business Applications*

### Academy of Learning

Regina, 1950 Broad Street, Regina, SK, S4P 1X9, 306-757-8973, F306-757-2544

| | |
|---|---|
| *Sector:* | Business Management |
| *Program Type:* | Professional |
| *Overview:* | Students will have the knowledge to meet the challenges of today's highly competitive world with the skills required by employers, or to operate their own small business. |
| *Length:* | Customized |
| *Method of Delivery:* | Customized |
| *Achievement:* | Diploma<br>Students must obtain a 75% passing mark per session to obtain a diploma. |
| *Partners:* | none listed |

## *Entrepreneurial Business Applications*

### Academy of Learning

Weyburn, 102 Coteau Avenue N.E., Weyburn, SK, S4H 2Z5, 306-842-7117, F306-842-7339

| | |
|---|---|
| *Sector:* | Business Management |
| *Program Type:* | Professional |
| *Overview:* | Students will have the knowledge to meet the challenges of today's highly competitive world with the skills required by employers, or to operate their own small business. |
| *Length:* | Customized |
| *Method of Delivery:* | Customized |
| *Achievement:* | Diploma<br>Students must obtain a 75% passing mark per session to obtain a diploma. |
| *Partners:* | none listed |

## *Entrepreneurial Business Applications*

### Academy of Learning

Saskatoon, 230-20th Street East, #226, Saskatoon, SK, S7K 0A6, 306-665-5577, F306-653-1808

*Sector:* Business Management

*Program Type:* Professional

*Overview:* Students will have the knowledge to meet the challenges of today's highly competitive world with the skills required by employers, or to operate their own small business.

*Length:* Customized

*Method of Delivery:* Customized

*Achievement:* Diploma
Students must obtain a 75% passing mark per session to obtain a diploma.

*Partners:* none listed

## *Entrepreneurial Business Applications*

### Academy of Learning

Prince Albert, 29-11th Street East, Prince Albert, SK, S6V 0Z8, 306-763-8551, F306-764-1744

*Sector:* Business Management

*Program Type:* Professional

*Overview:* Students will have the knowledge to meet the challenges of today's highly competitive world with the skills required by employers, or to operate their own small business.

*Length:* Customized

*Method of Delivery:* Customized

*Achievement:* Diploma
Students must obtain a 75% passing mark per session to obtain a diploma.

*Partners:* none listed

## *Entrepreneurial Business Applications*

### Academy of Learning

Estevan, 1132- 4th Street, Estevan, SK, S4A 0W7, 306-634-6838, F306-634-5842

*Sector:* Business Management

*Program Type:* Professional

*Overview:* Students will have the knowledge to meet the challenges of today's highly competitive world with the skills required by employers, or to operate their own small business.

*Length:* Customized

*Method of Delivery:* Customized

*Achievement:* Diploma

Students must obtain a 75% passing mark per session to obtain a diploma.

*Partners:* none listed

## *Entrepreneurial Business Applications*

### Academy of Learning

Fort Qu'Appelle, A-241 Broadway Street East, Box 2358, Fort Qu'Appelle, SK, S0G 1S0, 306-332-4122, F306-332-4417

*Sector:* Business Management

*Program Type:* Professional

*Overview:* Students will have the knowledge to meet the challenges of today's highly competitive world with the skills required by employers, or to operate their own small business.

*Length:* Customized

*Method of Delivery:* Customized

*Achievement:* Diploma

Students must obtain a 75% passing mark per session to obtain a diploma.

*Partners:* none listed

## *Entrepreneurial Business Applications*

### Academy of Learning

Moose Jaw, 138 Fairford Street West, Moose Jaw, SK, S6H 1V2, 306-692-9414, F306-692-7177

*Sector:* Business Management
*Program Type:* Professional
*Overview:* Students will have the knowledge to meet the challenges of today's highly competitive world with the skills required by employers, or to operate their own small business.

*Length:* Customized
*Method of Delivery:* Customized
*Achievement:* Diploma
Students must obtain a 75% passing mark per session to obtain a diploma.

*Partners:* none listed

## *Entrepreneurial Business Applications*

### Academy of Learning

North Battleford, 1291A-100 Street, Box 1750, North Battleford, SK, S9A 3W8, 306-445-8188, F306-445-9133

*Sector:* Business Management
*Program Type:* Professional
*Overview:* Students will have the knowledge to meet the challenges of today's highly competitive world with the skills required by employers, or to operate their own small business.

*Length:* Customized
*Method of Delivery:* Customized
*Achievement:* Diploma
Students must obtain a 75% passing mark per session to obtain a diploma.

*Partners:* none listed

## *Business Diploma Program: Marketing*

**Saskatchewan Institute of Applied Science and Technology**

Kelsey Campus, Idylwyld and 33rd Street, Box 1520, Saskatoon, SK, S7K 3R5, 306-933-6350

| | |
|---|---|
| *Sector:* | Business Management |
| *Program Type:* | Professional |
| *Overview:* | Provides an excellent background for a marketing career and covers the principles of all major facets of marketing. |
| *Length:* | 2 year |
| *Method of Delivery:* | Classroom-Based |
| *Achievement:* | Diploma |
| *Partners:* | none listed |

## *Entrepreneurship and Small Business*

**Saskatchewan Institute of Applied Science and Technology**

Woodland Campus.1100-15th Street East, Box 3003, Prince Albert, SK, S6V 6G1

| | |
|---|---|
| *Sector:* | Business Management |
| *Program Type:* | Professional |
| *Overview:* | Develops a complete business plan. By the end of the course you will have developed and analyzed the viability of your idea, developed marketing, operational, and financial strategies, and assembled all of this into a complete business plan. |
| *Length:* | Customized |
| *Method of Delivery:* | Internet |
| *Achievement:* | Certificate |
| *Partners:* | none listed |

# Territories

## *Entrepreneurial Business Applications*

### Academy of Learning

Yellowknife, PO Box 1175, 4912-49th Street, 2nd Floor, Yellowknife, NT, X1A 2N8, 867-920-2253, F867-920-2253

*Sector:* Business Management

*Program Type:* Professional

*Overview:* Students will have the knowledge to meet the challenges of today's highly competitive world with the skills required by employers, or to operate their own small business.

*Length:* Customized

*Method of Delivery:* Customized

*Achievement:* Diploma

Students must obtain a 75% passing mark per session to obtain a diploma.

*Partners:* none listed

## *Management Studies: Certificate Program*

### Nunavut Arctic College

Keewatin Campus, Bag 002, Rankin Inlet, NT, X0C 0G0, email: nacinfo@nunanet.com

*Sector:* Business Management

*Program Type:* Professional

*Overview:* The Management Studies Program is general management program intended to provide the knowledge and skills necessary for students who want to start management careers in business, government and non-profit organizations.

*Length:* 1 year

*Method of Delivery:* Classroom-Based

*Achievement:* Certificate

*Partners:* none listed

## *Management Studies: Diploma Program*

**Nunavut Arctic College**

Keewatin Campus, Bag 002, Rankin Inlet, NT, X0C 0G0, email: nacinfo@nunanet.com

| | |
|---|---|
| *Sector:* | Business Management |
| *Program Type:* | Professional |
| *Overview:* | The Management Studies Program is general management program intended to provide the knowledge and skills necessary for students who want to start management careers in business, government and non-profit organizations. |
| *Length:* | 2 year |
| *Method of Delivery:* | Classroom-Based |
| *Achievement:* | Diploma<br>Arrangements regarding transfer credits have been made with various universities and professional associations |
| *Partners:* | none listed |